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EXECUTIVE COUNCIL AND OFFICERS
JUBILEE YEAR 1890

The Typographical Association.

A Fifty Years' Record, 1849-1899.

1849
1899.

Compiled by

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Edited by

Richard Hackett.

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Printed for the Typographical Association
by The Labour Press Limited.

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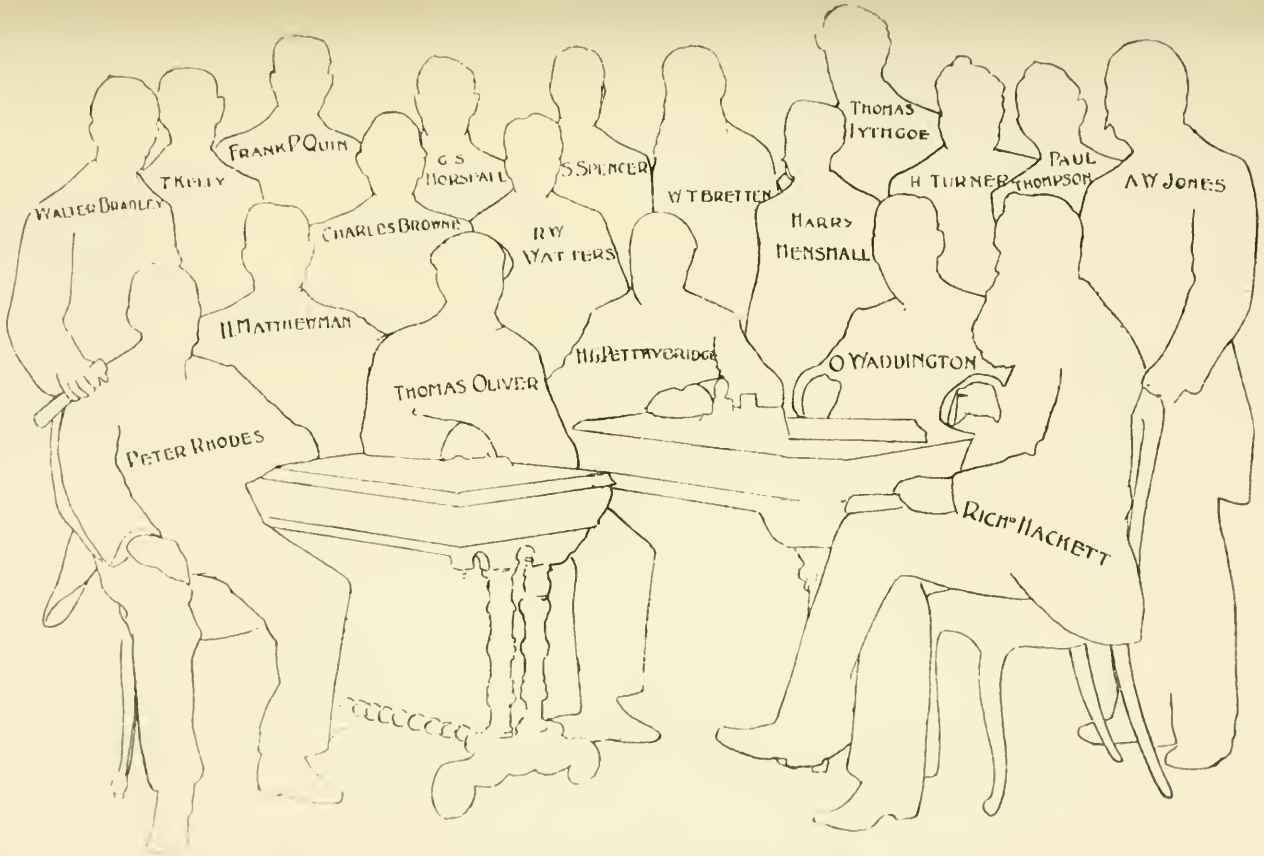

Executive Council and Officers.

Jubilee Year 1899.

(Key Plate)

Index to Illustrations.

Executive Council and Officers, 1899		*Frontispiece.*
Key to Frontispiece		*Page* iii.
Past and Present Officers of the T.A.		*Facing Page* 16
Some Past Masters of the T.A.		32
Branch Representatives:	Northern Division	48
,, ,,	Yorkshire	64
,, ,,	Lancashire	80
,, ,,	Midlands	96
,, ,,	Southern Division	112
,, ,,	Ireland and Wales	128
The Association Emblem		136

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Introduction.

INDUSTRIAL Organisation, as it manifests itself to us at the present day, may be said to have had its beginning within the limits of the present century. Its successful establishment, and its material development belong undoubtedly to the past fifty years, synchronizing in a remarkable manner with the period of time covered by the record of work accomplished by the Typographical Association, which to-day it is our privilege to present to its members. History, we know, furnishes numerous earlier instances of efforts made by various trades to establish societies for their mutual protection and benefit, but their existence can only be described as very brief and ephemeral. The coercive laws, which then and for long years afterwards were in force, constituted an insuperable barrier to the attainment of anything in the shape of really effective organisation. But the societies themselves were too often affected by a baneful spirit of selfishness which it seemed impossible to subdue. Mutuality of interests, as a principle, was neither understood nor appreciated, and consequently went unrecognised, while the failure to realise the essential idea of cohesion filled up the measure of difficulties which the early "captains of Labour" had to encounter. So their well-meant energy was wasted, and the industrial "tree of life" which they endeavoured to plant failed, for the time being, to yield the beneficent fruit which later and more fortunate generations have been privileged to enjoy.

In all these early struggles representatives of the printing trade were ever to be found in the van. Indeed, it has recently been asserted that "almost from the earliest inception

573

of the art, unity of purpose, if not always perfect harmony of method," has been a distinguishing characteristic of the members of the printing craft. The author of this statement attributes to the influence of the "chapels," which came into existence shortly after Caxton had founded his art in this country, the original development of "the demand for an equal distribution of belongings. Equity in the single shop," he goes on to say, "spread its ennobling influences to other and larger spheres; ages of struggle ensued, but the seed implanted, though stifled in its growth, forced its way through the agency or power of light and reason, to the surface, and has eventually become the firmly established standard or rule of action which shall for ever govern the disposition of production in economic life." *

Be this as it may, it is beyond dispute that printers have always been active in forwarding any movement for the liberation of industry from the fetters of oppressive economic conditions, and have bequeathed a heritage of sympathy with industrial aspirations which the present members of the craft have not been slow to recognise and to emulate.

The repressive influences which marred the progress of any movement by which Industry essayed to free itself from the thraldom in which it was then held had their effect upon the endeavours of the printers to institute a really powerful and effective organisation. Isolated societies of printers existed at the commencement of the present century, but these, in the majority of instances, may be described as being little more than relief organisations, their work being often limited to rendering assistance to their fellow-craftsmen who were compelled to travel in search of employment. Several attempts were made to bring about an amalgamation, or

* S. L. Leffingwell, in the American *Typographical Journal.*

rather federation of these societies, in order to form one consolidated and effective union. These attempts are dealt with by our respected compiler in his preface to the Association Record, and we are relieved from the necessity of further reference to them, beyond noting the fact that they all ended in failure.

These efforts, however, were not entirely thrown away. The lessons learned in adversity were not altogether barren of results. A new spirit began to manifest itself in Trade Union Councils, and this gradually led to the development of a more moderate and unaggressive policy. Again we find the printers to the front, and it is pleasing to know that their share in the task of promoting a truer conception of the conditions which were essential to the ultimate realisation of the hopes of the industrial class has been fully recognised. "We see rising up in the Unions of the better-paid artisans a keen desire to get at the facts of their industrial and social condition. This new feeling for exact knowledge may, to some extent, be attributed to the increasing share which the printing trades were beginning to take in the Trade Union movement. The student of the reports of the larger Compositors' Societies from the very beginning of the century will be struck, not only by the moderation, but also by the elaborate Parliamentary formality—one might almost say the stateliness—of their proceedings. Instead of rhetorical abuse of all employers as 'the unproductive classes,' and total abstinence from investigation of the details of disputes, we find the compositors dealing only with concrete instances of hardship, and referring every important question to a 'Select Committee' for inquiry and report." *

This "New Spirit," as it sought a closer acquaintance with industrial conditions, naturally developed a reaction

* "History of Trade Unionism," by Mr. and Mrs. Sidney Webb, p. 178.

against the policy of aggression which had hitherto been fostered by trade unionists. In this new movement the printing trades are again described as taking the lead. As early as 1835, when the London compositors were reorganising their society, the committee, in their report on amalgamation, state that "unfortunately, almost all Trades Unions hitherto formed have relied for success upon extorted oaths and physical force. . . . The fault and the destruction of all Trades Unions has hitherto been that they have copied the vices which they professed to condemn. While disunited and powerless, they have stigmatised their employers as grasping taskmasters; but as soon as they (the workmen) were united and powerful, they then became tyrants in their turn, and unreasonably endeavoured to exact more than the nature of their employment demanded, or than their employers could afford to give. Hence, their failure was inevitable. . . . Let the compositors of London show the artisans of England a brighter and better example, and casting away the aid to be derived from cunning and brute strength, let us, when we contend with our opponents, employ only the irresistible weapons of truth and reason." *

This spirit, aided no doubt by the effects of the misfortunes from which the movement had suffered, began to spread to other trades, and words of caution against the dangers of aggressive action are frequently found in the circulars and documents issued by the Executives of the larger Unions. Their opposition to the aggressive policy which had hitherto manifested itself in frequently recurring strikes must not be regarded as an indication that the prosecution of an active trade union policy was in any way neglected. "The leaders of the better educated trades had accepted the economic axiom that wages must inevitably depend upon the relation of

* *Ibid*, p. 180.

supply and demand in each particular class of labour . . . Hence we find the denunciations of strikes accompanied by an insistence on the limitation of apprentices, the abolition of overtime, and the provision of an emigration fund." * This new movement, as its influence spread, led gradually to the formation of national organisations, and to the development of important changes in the management of the larger Unions, by which they have been enabled to attain their present high positions, and to control to a very considerable extent the varied influences which affect the material advancement of the working community.

That the printing trade should feel the influence of this new movement, which it had done its best to foster, is but a natural consequence, though the early efforts of its leaders, as we have already said, seem to have lain in the direction of isolated local societies, rather than the cultivation of a scheme of effective national organisation. In 1848, however, we find the London Compositors engaged in the reconstitution of their society, and securing its re-establishment on the lines which have ultimately placed their organisation in the influential position which it now occupies, and which all working printers are proud to recognise. The following year (1849) witnessed the birth of the Provincial Typographical Association —a title which has since been abbreviated to the one by which our Association is now known. The small band of earnest men who laid the foundation of our Association set forth as their objects "the limitation of the number of apprentices, restriction of the hours of labour, regulation of the standard of wages, and a general supervision of all matters affecting the interests of the printing profession." The programme thus formulated may be regarded by some as bearing a somewhat aggressive aspect, but the very modest income on

* *Ibid*, p. 183.

which the pioneers of the Association proposed to prosecute their aims precludes the idea of any widespread scheme of aggression, and seems to indicate the existence at the outset of a policy of moderation, which has since been developed *pari-passu* with the growth of the Association, and has been largely instrumental in raising it to its present high state of efficiency and pronounced success.

The wisdom and value of the policy to which we have referred, and which has been consistently and successfully promoted by the men who have from time to time been elected to carry on the administrative work of the Association, will be apparent if we reflect for a moment on the vast changes which the past fifty years have wrought in the physical surroundings of the working printer. If we compare the largest and most important of the printing establishments which were extant during the earlier portion of the century with the huge concerns which modern enterprise has developed, the former are completely dwarfed in contrast. This expansion of trade, as we all know, received its chief impetus from the removal of the oppressive "taxes on knowledge" which had hitherto exercised such a restrictive influence. Their abolition, however, very speedily revealed the wide field which had been opened for enterprise in the printing world, and the necessity which arose for coping with the public demand for increased facilities in the acquirement of knowledge led to what may be termed a complete revolution in the working conditions of our printing offices. The "master printer" of olden times, whose business partook largely of the character of a family arrangement—combining an almost paternal anxiety to promote the moral welfare of his workmen, with an equal solicitude to protect them against any "outside influence" that might be designed to increase their material prosperity—may, in the present day, be regarded as one of the most

striking figures of the past. Invention has so far changed the aspect of both the machine and composing departments that many of their time-honoured features are entirely lost, and modern establishments may be pointed to as splendid examples of the commercial success which it is possible to achieve when business arrangements are made to harmonise with the principles of our Association.

A glance at any of the large machine rooms of the present day furnishes the most striking evidence of the wonderful growth which the trade has undergone, and further improvements appear to be developing which point to early opportunities for improving the status of members who are employed in this department. In our composing rooms the introduction of machinery for the purpose of type-setting has produced a transformation so complete that "old timers" fail to recognise many of the features with which, in past years, they were familiar. In this department the transition consequent upon these changed conditions has been proceeding for some years past, and the period has been one of anxiety to the members affected, as well as to those who have had the responsibility of guiding the policy of the Association at this important crisis in its history.

Through these recurring changes the influence of the Typographical Association has been constantly maintained, and its material resources effectively strengthened. The altered conditions of employment to which we have alluded, although they have been productive of hardships in some instances, may be truly said to have been effected with a minimum amount of disturbance. The policy which has been the mainspring of our organisation during the whole period of its existence has enabled us to adapt, as they arose, the altered conditions of work to the requirements of the workers, at the same time retaining the effective control of the interests of our

members, which should ever be regarded as the primary purpose of organisation. In this, as in other respects, the past history of the Typographical Association will bear comparison with that of other organisations of far greater numerical importance.

To those of our members in whose hands the future guidance of the Association may be placed is bequeathed a heritage of successful work, accomplished by the pioneers and leaders of the past—whose services merit a full measure of respect and grateful appreciation. That their successors will accept this trust in a spirit of emulation we are fully convinced; satisfied that their resolve will be to build upon the foundation which has been so well and truly laid, such elements of strength and usefulness as will add to the influence and power of the Association.

RICHARD HACKETT.

Camfield Chambers, Manchester,
September, 1899.

Preface.

AS a preliminary to a brief record of the establishment of the P.T.A., it will be useful to recall the attempts which had previously been made to maintain something like a national association of letterpress printers. Most of the principal provincial towns kept up an organisation of some kind, but there was a want of cohesion and a divergence in their methods which rendered impossible anything like hearty or beneficial co-operation in the advancement or protection of trade interests. Convinced of this, the Northern Union was established in 1830 by some existing societies, and had for its object very much the same fundamental principles on which the T.A. of to-day is based. They were the maintenance of a fair standard rate of wages, limitation of apprentices, and the relief of "honourable" members in search of employment. At this period it is stated that "many employers required their men to work an indefinite number of hours without any remuneration whatever beyond their regular wages," and that the only limit to the number of apprentices was the employers' own convenience. These were indeed serious evils to combat, and for fourteen years the Union struggled manfully against them, and with a large measure of success. If the organisation was not able to greatly improve the position of its members, it undoubtedly prevented it becoming worse, as it would have done but for the help and support of the Union. As its name implied, the operations of the Union were mainly confined to the northern societies, and the difficulties it had to contend with have happily in these days no parallel. The press and the platform combined to create and maintain a prejudice against trades

unionism, which not only influenced those whose sympathies were naturally with the employer or capitalist, but even deterred workmen from seeing clearly where their own interests lay, and that their only hope of industrial protection was to be found in the principle of combination. There remained a number of good and faithful men who were true to their principles, and determined upon another attempt on a somewhat different basis. These men, as many of their successors do now, looked to amalgamation or federation to attain their desired position, and sought the establishment of a National Typographical Association. This was decided on at a conference held at Derby in July, 1844, when it was resolved that the different Unions previously existing, known as the London, Northern, Scottish, and Irish, should be consolidated into one body. By what appears a somewhat cumbrous and complicated arrangement, the Association was divided into five districts, each having a council of its own, and these councils formed collectively the committee or board of management. The western district was composed exclusively of Irish branches, and the Lancashire, Yorkshire, and other northern towns connecting themselves with the Association were called the Midland section. Manchester was not one of these, though a number of members in that city shortly afterwards joined. Liverpool from the first was connected with the Midland section, and Mr. James Inman, of that town, was the sectional secretary, Mr. Backhouse, of the same place, being the general corresponding secretary. The London Society was included in the South-Eastern section, and Scotland in the Northern one. The subscription to the Association was fixed at sixpence per week, and, during its rather brief existence, it had some severe struggles with employers—one at Edinburgh costing no less a sum than £2,000. This was caused by the action of a number of employers who combined to attempt to annihilate the Association by the employment of non-society men. The National, unfortunately, only lasted two

years. Several of the largest provincial societies having seceded, the London Society decided to take the same course, and the Association was soon after dissolved. The main cause of its final collapse is said to have been the extremely heavy expenditure in the relief of the unemployed members caused by the remarkable depression of trade which prevailed at that period. Added to this, it must be admitted that the Association had not aroused the interest among its members which was essential to its successful working.

The record of the Association is as complete and accurate as it has been found possible to make it. In its earlier days the proceedings were not recorded with the fulness and accuracy which have subsequently been considered essential, and much difficulty has consequently been experienced in ascertaining with any degree of precision all the leading points in the Association's history. All that can be claimed for the following pages is that they are substantially correct, and that no pains have been spared to make them so. To many veteran members we are greatly indebted for the willingness and promptitude with which they have supplied all useful documents in their possession or as they were able to procure. Some of these members took a prominent part in the establishment of the Association, and assisted in its future development. Such members feel a very natural pride in the manhood of the offspring they assisted to bring to maturity. Of this "old guard" the lines of Tennyson are not inappropriate as describing their objects, which should be equally those of the present generation :—

> Men my brothers, men the workers, ever reaping something new,
> That which they have done but earnest of the things that they shall do.

The past year or two have been fruitful in attempts to create panics in the industrial world, but the members of the Association have happily not allowed themselves to be

disturbed or alarmed by these gloomy apprehensions, but conscious of the rectitude of their actions and the purity and honesty of their intentions have pursued the even tenour of their way, and have their reward in the proud position they hold to-day in the ranks of Trade Unions, and in the estimation of all employers whose appreciation is most valued. What appeared likely to prove a very thorny question, and one which it was apprehended might cause serious trouble—the introduction of type-setting machinery—has been met in a manner to make the revolution which it has undoubtedly caused a comparatively peaceful one, and the result encourages the hope that any future difficulties will be met in the spirit of statesmen who are anxious for the welfare of the craft, whether the point of view be that of the employer or workman.

On these lines our younger members who share in the Jubilee festivities may some of them hope to reach the centenary of the Association to rejoice in the good it has done for them, and still more in the benefits which it has assisted them to confer upon less fortunate brethren.

HENRY SLATTER.

Manchester,
September, 1899.

Typographical Association.

1849=1899.

NDISMAYED by previous failures to establish anything like a national organisation for Letter-press Printers, a number of delegates from London, Liverpool, Halifax, Bolton, Wigan, Nottingham, Preston, Sheffield, and Wakefield, met in Sheffield in June, 1849, and resolved upon the establishment of an organisation under the title of the Provincial Typographical Association.

The London delegates, Messrs. Edwards and Boyett, were only present to lend friendly help, which was cordially acknowledged, as it was not contemplated to include the Metropolis within the sphere of operations of the new Association. The address issued by the delegates to the trade contains some pregnant passages, and gives a deplorable picture of the condition of certain towns where a society in name existed, but which had no real power to grapple with the numerous evils that prevailed, notably the alarming increase in the number of apprentices, and the consequent flooding of the labour market. The address states: "Our present appeal to the profession is to assist us in placing upon a firm basis the Provincial Typographical Association, for no locality is or can be safe under a system of isolation. A few large societies, peculiarly favoured, may stave off the evil day for a season, but let them not deceive themselves.

If they rest satisfied with present prosperity, heedless of the fate that is falling on other and smaller societies, be assured that retribution will come. The small towns of England, unless strengthened by the co-operation of larger communities, will become the nurseries of apprentices, and thus an evil will be created which no subsequent legislation can remedy. We are sorry to find that there are several large provincial towns, each of which has drawn a little circle round itself, and because it has hitherto escaped any trying vicissitude, fondly believes that it needs not the aid of others to defend itself. We warn such against this illusion. They have enemies within and without, enemies watchful and at work, whilst the victim is buried in that deepest of all moral slumbers, in which the sleeper vainly dreams that he is awake." A an illustration of the growth of the apprentice evil, it is stated that in one town, while the National Association existed, there were in 1846 ten journeymen and five apprentices. Since the collapse of that Association, while the apprentices had increased to forty-four, the journeymen only numbered eleven.

The address states that the delegates had assurances of co-operation from twenty-three towns, with 750 members, and it was anticipated that these numbers would be considerably augmented. In announcing that they had decided to establish the Executive at Sheffield, the delegates say: "We believe that in doing this we are paying a just tribute to the men of that town, who have for many years maintained a position alike profitable to the profession and honourable to themselves. In this act, too, the delegates think they have given an earnest of their desire to bring into this Association those towns between which differences have for some time unhappily existed. We trust by this rule to offer an honourable retreat from discord to all who

are really desirous of accomplishing the great purpose of union." The Sheffield Society entrusted this duty to the ordinary Committee of Management, and this method was continued till the seat of government was removed to Manchester in 1865, previous to which it had been decided by the members that the officers and Council of the Association should be distinct from those of the branch in which it was located.

The delegates issued an address on tramping and emigration, and dwelt at great length on the evils of the former system, which they appeared anxious to terminate, and substitute a plan of emigration, but this was remitted for consideration to the various branches. It was not found acceptable to the members, and the tramping system, in its then limited form, was continued. In addition to Messrs. Edwards and Boyett, of London, the gentlemen representing the various towns were: Messrs. George Appleby and Albert T. Bradwell, of Sheffield, the latter of whom was appointed chairman of the meeting; Messrs. Carrodus, Bolton; Waller, Halifax; Barnes, Davies, and Norris, Liverpool; Pullon, Nottingham; Denham, Preston; J. Frazer, Wakefield; and Howell, Wigan. Of these, Mr. Pullon, of Nottingham, is the only survivor, and he has for some years been a master printer.

The main objects of the new Association were in harmony with those of the present Typographical Association—"The limitation of the number of apprentices, restriction of the hours of labour, regulation of the standard of wages, and a general supervision of all matters affecting the interests of the printing profession." The last was a comprehensive object, and may be held to include, though perhaps they were not in view at the time, the various subsequent developments and added benefits of the present

Association. No persons were eligible to admission who had not served a seven years' apprenticeship to the trade, but this was meant to include those whose indentures bound them to be taught "printing and bookbinding," or "printing and stationery." These latter qualifications read somewhat strangely at the present time, when the tendency is to divide the actual work of the trade into so many different sections. The terms referred to were not long retained in the rules, and the bookbinder and the stationer were required to work only at the printing part of the business to retain membership of the Association. It was distinctly laid down that the rule with regard to admission applied to persons working at case or press. In view of the recent controversy on the position of machinemen, it may be useful to note that there has never been any change of policy in this matter on the part of the Association, though some important branches have been lax in giving effect to it. The apprentice rule was a strong one, as was natural from the magnitude of the evil at the time. Not more than two apprentices were allowed, unless four journeymen were employed, when the number might be increased to three, but on no account to four or more. The large establishments of modern days were not then contemplated, or the sliding scale system, which has since found many powerful advocates, might have met with greater favour. It was not then the custom to talk of printing "works," and the men as "hands," and, notwithstanding the poor wages they received, those who spoke in the name of the trade claimed it as a "profession," and for its followers that they were "gentlemen."

There does not appear to have been any intention to make the P.T.A. much of a fighting body, and the rules relating to the method of dealing with disputes are practically the same as those in operation to-day; and it cannot be

doubted that the enforcement of these rules by successive Executive Councils has done infinite service in placing the Association in the position of power and usefulness which it stands to-day. To the men who framed these rules a great debt of gratitude is due. The subscription asked from the members was the extremely moderate one of twopence per week, and the only benefit given in return was the payment of strike allowance to those who sacrificed their membership while adopting "approved measures" for upholding the rules of the Association. This was given on the rather liberal condition of three-fourths of the wages sacrificed for a period of three months; casually employed members, as at present, had their cases specially considered. Travelling relief was to be given by the various branches according to the number of their members, but this was not a charge upon the Association, and attempts to establish something like a system of equalisation were not successful. There was a reimbursement fund established, and in the first half-year a balance of £27 was in hand on that account; but this does not appear in subsequent reports, and the fund seems to have been merged in the general one, as there are no further statements of income or expenditure on reimbursement account.

The first half-yearly report and balance sheet shows that nineteen Societies had become affiliated with the Association. Their names deserve a word, and they were:—

Bolton,	Huddersfield,	Sheffield,
Brecon,	Liverpool,	Stafford,
Cardiff,	Macclesfield,	Wakefield,
Carlisle,	Newport,	Waterford,
Chester,	Nottingham,	Wigan,
Durham,	Preston,	York.
Halifax,		

Of the original Secretaries still surviving, there remain Mr. Pullon, of Nottingham, already referred to, and W. Buckland, still working at the trade in Birmingham, of which Branch he was for some time Secretary, having filled a similar office at Stafford in 1849.

The total number of members on the books in December, 1849, was 481, of whom no fewer than 183 were entered as casuals. The income was £108 19s., and the expenditure £36 7s., leaving a balance of £72 12s. The small expenditure shows the P.T.A. had not entered upon any very active work at this early period; but it is noteworthy that in co-operation with the London Society of Compositors, the Association thus early took a very active part in endeavouring to secure the abolition of what were called the "Taxes on Knowledge"—the stamp and advertisement duties and the tax on paper. Subsequent reports prove that efforts in this direction were continued until the whole of these obnoxious imposts were removed, and the active workers in the cause, Messrs. Bright, Cobden, Milner Gibson, Roebuck, and Dobson Collett, frequently recognised the great aid they had from working printers in their valuable work. It is needless to remind members now of the fetters which bound the trade fifty years ago, but it is well to recollect the part which the originators of our Association, and those who managed its affairs in the early years of its existence, took in the glorious struggle for the emancipation of the press.

The composition of the first Executive Council may be regarded as a matter of historic interest. Mr. D. Walkinshaw, well-known as the author of "The Press" and other poems, was the first chairman, and his colleagues were Messrs. C. Corbett, G. Appleby, A. T. Bradwell, Charles Hawksworth,

Richard Anderson, J. B. Davison, Joseph Scott, V. Eaton, James Cox, Thomas Brownhill, and Robert Pye. The latter is the only surviving member, and is now hale and hearty, and enjoying the superannuation allowance, to which he is justly entitled. Mr. Josephus Speak was the first Secretary of the P.T.A., and continued to hold office till the seat of government was removed to Manchester in 1865, when he did not care to leave a town and colleagues to whom he was much attached. Mr. Creswick Corbett was the first treasurer appointed.

The second half-yearly report shows the Association to have got into active work on behalf of the interests of its members. At South Shields it was necessary to make a stand against the introduction of an excessive number of apprentices, which it was attempted to justify by the example of Newcastle, not then a branch. Negotiations failed to secure any settlement, and the men had to take the extreme step of tendering notice before it was agreed not to add to the already large number of apprentices. The prompt and united action of the men in this successful resistance to further innovation was warmly recognised by the E.C.

At Cardiff the wages of weekly news men were 24s. per week, while jobbing men were only paid 21s. But a practice prevailed of putting the latter class of men on news without any increase of payment. Against this unfair system a stand was made, and eight men came out on strike. The result was satisfactory, as the firm were compelled to abandon the obnoxious system, but four members, including the branch secretary, sacrificed their situations in the effort.

Merthyr and Shields were added to the list of branches in this half-year; but, on the other hand, Huddersfield had

seceded on account of the abandonment of the reimbursement plan in relief of travelling members.

Financially, the Association was making slow but steady progress. The income for the second half-year was £158 7s. 6d. (including the balance of £72 12s. from previous half-year), while the expenditure reached only £42 8s. 6d., leaving a balance of £115 19s. 2d.

The Association had not, up to this time, published a circular of its own, but the *Typographical Societies' Protection Circular*, published as a private venture in London, gave very valuable help to all printers' societies in the United Kingdom by publishing reports of meetings, correspondence, and other matters of interest to the trade.

In their third half-yearly report the E.C. state that the period reported on had been an exciting one, furnishing an immense amount of business, and involving a "heavy expenditure." Many branches now would think that they could get through their half-year well if they had no larger outlay than was then expended by the whole Association. At Shields the Association had to protect their members against insidious but persistent efforts to induce men to leave the Association. At Wakefield continued encroachments were made by one firm—all having for their object a reduction in the earnings of the members, and a firm but unsuccessful stand was made against them, non-society men being too readily found to take the place of members. At Halifax, the never-ending apprentice trouble caused a struggle, in which the victory ultimately rested with the Association. The finances of the half-year were regarded as satisfactory. Including the balance held on the last return, the income reached £200 9s. 10d., and the "heavy expenditure" already referred to amounted to £102 8s. 5d. This reduced the balance in hand from

£115 19s. 2d. in the previous half-year to £98 1s. 5d. Up to this time no return of entrance fees was made to the Association, the various branches fixing such amounts as they thought fit, according to the value attached to membership in any particular locality. Several new names appear on the E.C. this half-year—Messrs. W. Dronfield, John Turner, George Bingham, John M. Jubb, Henry Marshall, Joseph Ford, and James Hewitt, replacing Messrs. Anderson, Appleby, Bradwell, Cox, Eaton, Hawksworth, and Scott. Hereford and Kendal were added as new branches during the half-year, and the total number of members stood at 370 fully employed and 233 casually employed, the large proportion of the latter indicating a very depressed state of the trade generally.

The fourth half-yearly report announces the return of Huddersfield to the fold, and Banbury, Cambridge, and Sunderland are added to the list of branches, while Wakefield and Waterford disappear from the list. In the former place this unfortunate result was brought about by the only fair paper of the two published having become a "nest of rats," and at Waterford the secession was ascribed to a decision of the E.C. that it was not expedient to admit new branches from the sister isle. As most of our members are aware, difficulties continued to exist in this matter till the Relief Association was established in 1863, but no real bond of union was possible till 1877, when the title "Provincial" was abandoned, and our Irish brethren were enabled to share in the general work of the Association. The financial position of the Association at the close of the fourth half-year is described as encouraging. The income had been £90 12s. 4d., the expenditure £58 14s. 11d., leaving a balance on the right side of £34 14s. 7d. The number of members had increased to 426 fully employed, and the casual ranks had been reduced to 173.

The E.C. found it necessary to deal with the question of the amount of entrance fee to be paid by new branches, and published the following regulations:—"That so long as the published balance in favour of the Association shall be less than £100, the entrance fee shall be 1s. per member; above £100 and less than £150, 2s.; above £150, 2s. 6d." There was evidently at this time no anticipation of the accumulation of a large fund.

The question of holding a delegate meeting had been submitted to the members, who had treated it with much indifference, most of those voting being against the idea, which was therefore for the time being abandoned. The question of establishing an emigration fund again came up. The attempt to establish such a fund in substitution for the tramping system had previously failed, and Liverpool now proposed it as an auxiliary to, and not as a substitute for, the tramping system. A subscription of a halfpenny per week per member was suggested, which would supply a fund sufficient to emigrate two members per week to America at £7 each, and three each fortnight to Australia at £10 each. The branches were asked their opinion on the matter, and Societies not connected with the Association were also requested to consider it. The position of Societies which existed merely for the purpose of giving travelling relief was strongly animadverted upon, and their want of courtesy in not replying to communications sent them was vigorously condemned. It was distinctly announced that no relief would be given by any Branch to men holding cards from non-recognised Societies.

In their fifth half-yearly report the E.C. were enabled to adopt a very cheerful tone, to congratulate themselves and the members that the Association was firmly established, its usefulness generally recognised, and its position stronger

numerically and financially. No serious difficulty had arisen with employers, and the only unpleasant feature in the report was that four branches had been struck off the list. In the case of Wolverhampton the secession arose from the apathy and supineness of a large number of the members, and the good ones remaining found it useless to continue the Branch, but they paid their liabilities, and left in such an honourable manner that the Society was continued in the list of recognised ones. The Brecon branch had become defunct through the removal of the paper on which the members were employed to Cardiff; but a much less satisfactory reason was given for the striking off of Merthyr. No returns could be got from it, and there was a belief that cards were being issued in an improper manner. The greatest loss, however, was that of Bolton. Upon this the E.C. state that the branch had been struck off on two grounds, viz., "Neglecting to remit its contributions, and for refusing to act upon the instructions of the Executive in the adoption of a strong protest against the introduction of a fourth apprentice into a news office." Lengthy explanations are given of the efforts of the E.C. and certain members of the Bolton branch to avert this conclusion, and in the hope that a better state of things would yet prevail, the Society was allowed to remain on the recognised list. It should be added that the members cast the blame for the non-payment of contributions on their late secretary, who had left the business, and that the arrears due were paid.

The lesson was not lost upon the Bolton members, and it was not long before they re-joined, and soon became a strong and useful branch, as it continues to this day under its present excellent officials. Macclesfield was struck off for the simple reason that the members failed to pay their contributions. No new branches were added during the half-

year, but, notwithstanding the exclusions and defections just chronicled, the members increased to 439 fully employed, and 195 casually employed "and apprentices." The E.C. announced that the Emigration Society would be started on February 1, 1852, as an adjunct to the P.T.A., but as a distinct organisation. Several branches desired the contribution to it to be voluntary, but the E.C. declined to accede to this, considering that such a course would be fatal to the success of the scheme. They had made a small advance to the new Society for printing, etc. The balance-sheet showed an income of £244 2s. 8d., and an expenditure of £27 14s. 6d., leaving a balance of £216 8s. 2d. Several alterations were made in the composition of the Executive. Mr. William Slater became president, and, with Messrs. Amey, Brodigan, Harley, Macdonnell, Stowe, and Mark Turner, took the seats vacated by Messrs. Walkinshaw, Davison, Pye, Jubb, Marshall, Hewitt, and Dronfield.

The sixth half-yearly report records a peaceful and prosperous period, in which no stirring events occurred. Holywell was added to the list of branches, but, on the other hand, Cambridge was struck off. The latter arose in consequence of the E.C. discovering that when the town was admitted as a branch there were a greater number of apprentices than was reported at the time, and that further innovations had since been made. The branch professed to be unable to act on instructions to reduce the number of apprentices as the time of those then bound expired, and also declined to pay the arrears due to the Association. Hence its exclusion from the list.

The establishment of the Emigration Society is reported this half-year, but it had not met with the promised support, and the operations of the Society had in consequence been of a contracted character. The income had been £40 0s. 3d.,

out of which four members had been paid £28 as emigration allowance. The E.C. had felt the necessity of providing some means of checking the forgery and continued alteration of travelling cards; and it was decided that each Society should keep a register of all cards issued, and that these should be published monthly, for which purpose a circular should be issued in October of this year (1852). This was the foundation of the existing organ of the Association, the *Typographical Protection Circular*, previously referred to, having up to this time been the only organ of communication on such matters. This useful publication was discontinued in August of the same year. The number of members at the close of this half-year was exactly 600—417 fully employed, and 183 in casual work, and the cash balance, £287 13s. 2d.

The seventh half-year marked the most distinct step forward which the Association had yet made. The adhesion of Manchester added greatly to the numerical strength of the Association, and naturally acted as an incentive to other Societies to fall into line. The E.C. were compelled to support the Liverpool Branch in resisting an attempt made by the proprietor of a large jobbing office "to put mere labouring men to work at press on some common job." This was the more remarkable, as the work generally executed by the firm was of a high-class character. But they determined on the course proposed, and fourteen of the sixteen members employed left the office, and were awarded strike pay. At Wigan also a rather serious conflict took place on account of the attempt to introduce an unfair and objectionable system of piecework in one of the news offices. The resistance to this attempt was happily successful. The number of members now reported was 604 fully, and 307 casually employed, and the bank balance stood at £261 14s. 11d. The Emigration Society had an income

of £52 8s. 4d., had emigrated five members at a cost of £35, and had a balance in hand of £14 12s. 11d. This year the name of Mr. William Dronfield appears as president, with Messrs. Wallis, Josiah Wright, and Thomas Wright in place of Messrs. Bingham, Ford, Macdonnell, and Mark Turner.

The eighth half-yearly report (to June, 1853) refers to the delegate meeting which was held in Manchester in March of that year, and dealt with many important questions. The London Society of Compositors, the Scottish Association, Dublin, and other independent Societies were invited to send representatives; but, with the exception of Glasgow (which sent Mr. Baird), none of those mentioned appear to have responded to the invitation. The number of delegates from branches was 24, with four from societies not yet affiliated. Messrs. Thomas Gregory and Christopher Burgess (both of Manchester) were respectively chairman and secretary to the meeting. The taxes on knowledge again occupied the attention of the members, and a strong resolution and memorial to the House of Commons on the subject was unanimously adopted. It transpired at the meeting that when the National Association was dissolved in 1848, the secretary, Mr. Backhouse, was left with a sum of upwards of £12 due to him, and that this was still unpaid. Rightly regarding this as a discredit to the profession, it was resolved to make a strenuous effort to discharge the liability, and this was subsequently successfully accomplished.

The most important topic dealt with by the delegate meeting was the proposed establishment of a National Typographical Emigration Society, which was to be independent of the P.T.A., both as to finances and management. The contributions were to be "graduated according to earnings, and at as low a rate as what appears adequate to effect the objects of the Society." "The emigrants to be

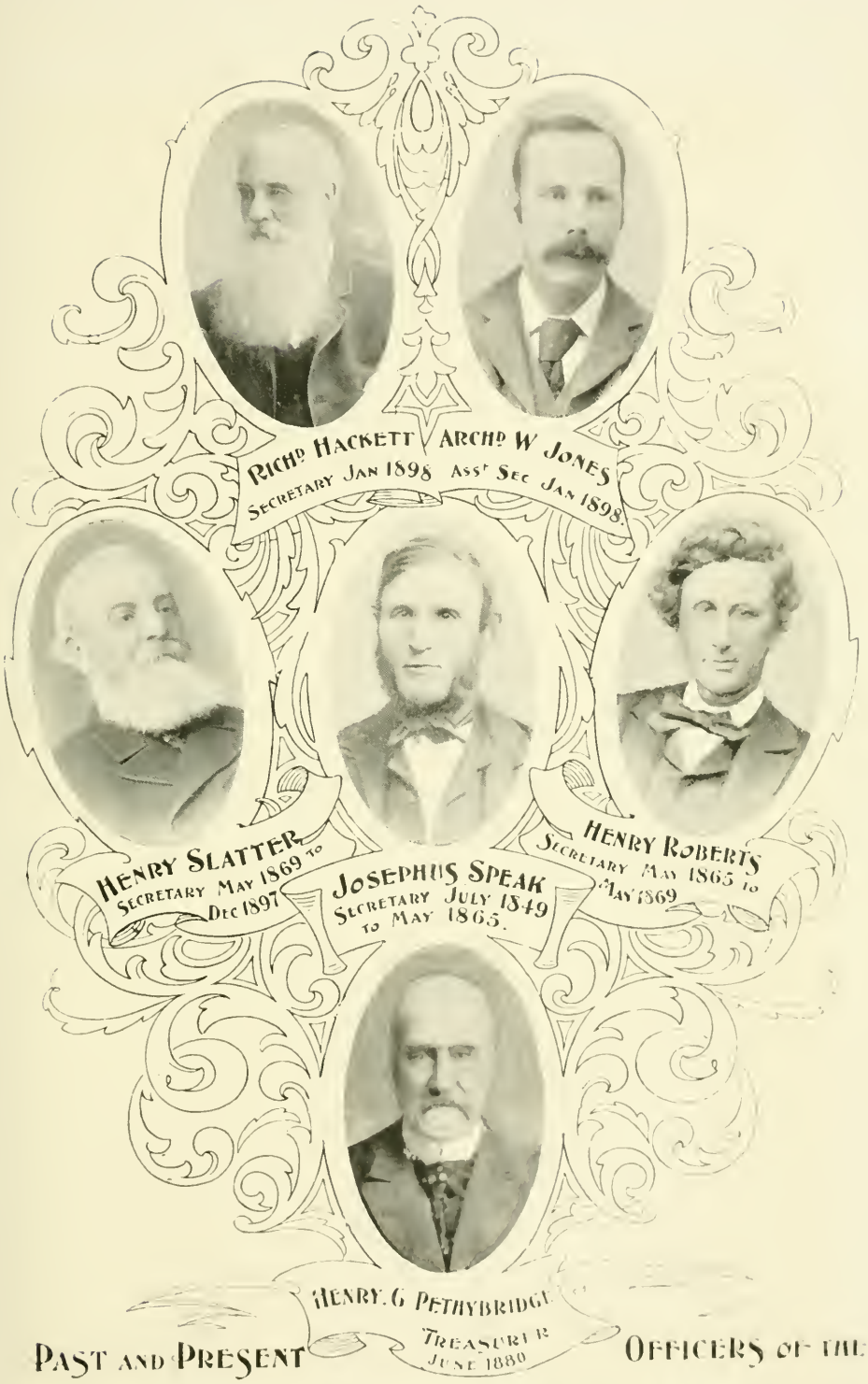
elected by lottery, and successful chances not transferable. Each emigrant to give a promissory note for the repayment of the money granted should he return to any part of the United Kingdom within three years." A long discussion arose as to whether the plan should be made compulsory on members of P.T.A. Branches, and it was resolved to take a vote of the members on the subject. This was afterwards done, with the result that 254 voted for compulsion and 282 against, a majority of 28. The secretary of the new organisation was Mr. James Inman, of Liverpool. The apprentice rule was the subject of much deliberation, and the practical impossibility of rigidly enforcing it on all occasions led to the adoption of a supplementary resolution to the rule, which stated that "Societies in towns not yet in a position to adopt the Association standard be eligible for admission, provided that efforts be made to reduce the number of apprentices to this prescribed scale."

Thus early in the history of the P.T.A. the question of missionary work forced itself upon the attention of the members, and the Liverpool and Manchester branches were requested to appoint two delegates, who, in conjunction with two representatives of the E.C., were to make a tour of the chief provincial towns. Other pressing matters appear to have prevented the development of this scheme, which was, however, for some time kept in view. The E.C., during the half-year, had to enter upon a stubborn fight with a newspaper proprietor at Halifax, who would consent to no limit in the number of his apprentices. Of the six men employed, four threw up their situations rather than submit to such terms—among them, Mr. Silas Bullen, now a superannuated member at Sheffield. Boy labour was also the cause of trouble at Sunderland, and a member was victimised on account of his opposition to it.

The finances of the half-year were satisfactory. The income, £412 12s. 2d., was the highest total yet reached, and the balance in hand was £273 8s. The number of branches had decreased by one, the short-lived connection of Holywell with the Association having terminated "under circumstances not at all to the credit of the secretary or the members there." Still the members on the books of the Association had increased, and stood at 635 fully and 297 casually employed.

The Secretary of the Emigration Society reported that £77 10s. had been received, and that twelve £6 shares had been balloted for, seven of which were secured by Manchester and five by Liverpool. The Central Board of the Society complained that they had not received the support they were led to expect from the favourable tone of the communications received by the preliminary committee.

The ninth half-yearly report was written in a very hopeful and encouraging tone. The E.C. explained that apprehension of serious trouble in the important branches had induced them to defer the proposed missionary work, but they had not abandoned the effort to get in the eligible societies which still held aloof, and had addressed a circular to them which they considered had produced some good effect. The E.C. had now for the first time to deal with the rate to be paid for daily papers in the provinces—a morning paper being about to be issued at Liverpool. Guided by the extra remuneration paid for this class of labour in the Metropolis, the E.C. thought £2 2s. per week a reasonable sum to request, and on this being demurred to another plan was suggested, viz., that 6d. per hour should be paid from 8 a.m. to 7 p.m., and after that hour 9d. per hour for each hour the man might be called on to work. Reasonable as this rate undoubtedly was, the employer refused it, and to inspire terror in the men then



Past and Present Officers of the

Typographical Association

in his employ he gave them a fortnight's notice. He subsequently offered 36s. per week for morning paper work, which was promptly refused, and the men left the office. By some means a heterogenous lot of "men" were got together, and produced the paper during its not very prosperous career. All the men in the office appear to have proved staunch and true to the Association.

In Manchester a strenuous effort was made to destroy or mitigate a pernicious system of "suping" which had been growing up in a mixed news and jobbing office. The men employed in the latter department were discharged, and the news comps put in their place on such days as they were idle, and in consequence of this those discharged were considered victimised, and awarded strike pay. The branch demanded and obtained 7d. per hour as the rate for casual labour. Manchester at this time also made a vigorous effort to get the neighbouring towns to more nearly approximate to the wages paid in Cottonopolis, and to some extent the effort was successful, but in Oldham and Bury slight sacrifices were entailed in consequence.

Two new branches were added to the list this half-year, Doncaster and Boston, and the number of members showed little change from the previous half-year, being 714 fully employed and 250 working casually. The financial position was not quite so good as in the previous half-year, the strike expenditure, from the causes stated, being unusually heavy. The total cash balance was £218 13s. 8d. Several changes were made this year in the *personnel* of the E.C., Messrs. Amey, Corbett, Harley, Slater, Stowe, and the Messrs. Wright giving place to Messrs. Agar, Appleby, Bradwell, Cavill, Gregory, Hawksworth, Marshall, and Pye.

The next report (the tenth) opened with an expression of regret that the changes made in the stamp and advertisement laws had not produced the great wealth anticipated from this legislation, and that there was very little perceptible improvement in the state of trade, the number of unemployed still continuing very large. The hopes which had been based on the emigration scheme had not been realised. The E.C., while adhering to their view as to the value of the plan for assisting to relieve the overcrowded labour market, regretted the unaccountable apathy displayed by the members on the subject. They suggested that some of the wealthier branches or societies might aid the movement by granting loans, but their zeal for their unemployed brethren was not strong enough to induce them to fall in with the idea, and so the scheme languished, and did not long present even the semblance of vitality. No serious disputes arose during the half-year, nor was there any question involving an important principle debated. The E.C. were therefore more at leisure to undertake propagandist work, which was done in a quiet but effective manner, and had the result that the long-desired four figures in the number of members was reached, the totals showing 857 fully employed and 268 casually engaged. Bolton again appears in the list of branches, which now numbered twenty-eight, with a cash balance to their credit of £308 10s. The E.C. very properly paid a warm tribute to the memory of Mr. E. Edwards, of London, who, in addition to having been for several years the Secretary of the Compositors' Society, was the author of the essay on the apprentice question, entitled "The Disease and the Remedy," one of the ablest contributions ever written on that difficult and apparently insoluble question.

The report for the closing half of the year 1854 stated that the operations of the Association in that period furnished the Executive with a far greater amount of work than had previously occurred In some instances the advice and interposition of the Executive had prevented encroachments; in others the same end was obtained only at the expense of much strife and ill-feeling, and small provocation might easily have converted these into open rupture. In a few cases this undesirable termination was reached, and in each of these instances the trouble arose from the inevitable apprentice difficulty, which the Executive felt themselves compelled to try and grapple with. In one case they had to deal with an endeavour to put a boy to case who was ultimately intended for literary work, as a reporter or sub-editor.

The financial position of the Association had slightly improved during the half year, and the balance to its credit at the close was £338 5s. 10d. Merthyr Tydvil and the Potteries were added as branches, the former having restored its credit with the E.C., and its renewed adhesion was looked upon as hopeful and useful in regard to the much-needed improvement of the trade in South Wales. The E.C. had to deal with the question of members in receipt of strike allowance travelling in search of employment, and desiring tramp relief in addition to their strike pay. It was properly decided that this was an illegal method, and that travelling relief could only be paid after the period of strike pay had closed. This was done on the production of a strike card, which entitled the holder to double the usual amount of relief. There was no provision made at this time for the payment of removal expenses to those on strike; but if any member in this position wished to emigrate, there was a rule analagous to the present one, by which he could receive half the full sum he was then entitled to. By a resolution of the last delegate

meeting, the question of holding a delegate meeting in 1855 came up for consideration, but though the E.C. were by no means so timid in the matter as some of their successors, they saw no reason to recommend the holding of such a meeting, and the branches, on being appealed to, confirmed this opinion, and decided to retain the seat of government at Sheffield. The E.C. at the time comprised Messrs. Brodigan, Clark, Dunn (W.), Hodgson, Macdonald, Pye, H. Roberts, Mark Turner, T. Wright, and W. Wright. Mr. W. Dronfield was still chairman of the E.C.; Mr. John Turner, treasurer; and Mr. Josephus Speak, secretary. The number of members on the books was returned as fully employed, 841; casually employed, 286.

The next half-yearly report (the twelfth), opens with strong expressions of disappointment that the abolition of the stamp duty on newspapers had not produced the salutary effect on the trade which had been so confidently anticipated. A few new papers had been started, some of them of an ephemeral character, and depending upon war news for their support, the Crimean war then raging, opening quite a new field in this direction; others published more frequently than previously, but the general result upon the trade was regarded as disappointing, and the number of the casually employed members of the profession increased instead of being diminished on the half-year. One cause of this was the baneful effect of the war upon the London book trade, and the natural reaction on the provincial portion of the craft it produced. The half-year in other respects was one of the most remarkable ones in the history of the Association. Strikes had been more numerous and expensive than in any previous period, and the business of the E.C. is therefore described as being of "unparalleled weight and importance." Most of the conflicts entered into were in defence of the

apprentice rule, which continued to be the one most difficult to enforce. In other cases the E.C. had to support a branch in resisting the introduction of a notorious non-society man into a fair office, and in opposing the introduction of innovations on fair working conditions. The E.C. in this report felt compelled to call attention to the small amount of casual work which some strike hands obtained, and while thoroughly recognising the claims of such men upon the sympathy and support of the Association, stated that "they could not conceal their belief that had proper endeavours been made the claims on the Association could, in some of the strikes, have been considerably lessened." This has not been a novel experience in the history of the Association, but happily the instances have been extremely rare when the E.C. have had to call attention to such cases. In their own interest, as well as that of the Association, members have usually been anxious to secure work as soon as possible.

The E.C. had under consideration the question of sending a delegation on propagandist work throughout the provinces, but not getting the support and encouragement they looked for, felt compelled to abandon any general programme of the kind. They, however, were not inactive in the matter, but sent or suggested deputations to towns where the organisation of the trade was considered lamentably weak. Birmingham was visited by Messrs. Dronfield and Roberts, who reported that a more energetic and flourishing trade society might readily be established, or a good branch of the Association formed. The two Lancashire towns of Blackburn and Lancaster were in by no means a satisfactory condition, and, at the request of the E.C., Mr. Harper, of Manchester, and Mr. Carruthers, of Preston, visited Blackburn, and the former was accompanied to Lancaster by Mr. Birch. Successful meetings were held in both places, a promising branch was

formed at Blackburn, and it was anticipated one would follow at Lancaster.

The E.C. called attention to an anomaly in regard to entrance fees. While the London Society and the Scottish Association admitted our members without entrance fee, on presentation of their cards of membership, P.T.A. Branches imposed an entrance fee on the members of those societies. The E.C. admitted that this could be legally done, but considering the manifest impropriety of it, they had no hesitation in recommending the branches to cease making the charges, and so remove an anomaly and an injustice.

During the half-year new branches were added at Blackburn, Chesterfield, and Gainsborough; while Warrington was struck off through the members having become reduced in number, and it was also feared that Bedford was in danger of collapsing from the same cause.

The total number on the books of the various branches was 857 fully and 325 casually employed. From the causes named, the balance in favour of the Association at the close of June, 1855, was reduced to £306 4s. 10d.

The thirteenth half-yearly report still had to chronicle the slow progress of the Association, and the many obstacles it had to contend against. In a news office at Wigan, a new overseer from London wished to work the paper on piece, but only to pay such portions of the metropolitan rate as suited his purpose. The E.C. having investigated the matter, and finding there were other innovations, such as the employment of a telegraph clerk at case, and a stoker and unbound boys at press, found there was no alternative but to declare the office closed.

At Preston, where the printing of the county lists usually finds employment for a considerable number of members, the

work at the time was given to an unfair house. The E.C. thought this a good opportunity to try and open the office, but the proprietors would not listen to reason on the matter, and got the work out a fortnight late, at what one of the firm admitted to be a loss of £200. This was accomplished by the aid of a body of non-society men, calling themselves the "Liverpool United Society." Combinations of this kind have not been unknown since, but, like the one referred to, have usually had a brief existence, as is natural considering the material of which they are formed, and the rotten foundation on which they are built.

In the list of branches Newcastle-on-Tyne now appears for the first time, and through the agency of the York Branch and the Hull Society, it had been arranged to pay visits to the principal towns in the North and North-East Ridings of Yorkshire. Cardiff and Newport were about to undertake similar work in South Wales. In both districts the trade was in a very deplorable and disorganised condition. Other branches were asked, as in later times, to inquire into the condition of towns in their vicinity, and get into communication with the men employed there.

The number of members now stood at 950 fully and 338 casually employed, and the cash balance at £276 4s. The E.C. were Thomas Aspin, William Bell, George Bingham, William Dronfield, Charles Dyson, G. H. France, Joseph Giles, James McDonald, W. Mawkes, Henry Shirt, H. Roberts, president; J. Turner, treasurer. Mr. Speak, finding the work of the Association and the branch too heavy, resigned the secretaryship of the latter, and was succeeded in the office by Mr. Dronfield.

In the fourteenth half-yearly report the E.C. were not able to adopt any more cheerful tone than had characterised its immediate predecessors. The superabundance of men had

made it difficult for the E.C. to maintain the position of its members. This had been painfully manifest in the many appeals for advice in cases of encroachment both as to apprentices and wages, and in the heavy amounts which had been paid, consequent on their inability to obtain work, to those members who had sacrificed their situations for the benefit of the trade.

In a case which arose in Liverpool, the E.C. were compelled, with painful reluctance, to refuse strike pay to men who "had not only lost their own situations, but materially damaged the society by their irregularities." The firm wished to employ non-society men, and to pay them according to the usual formula of some non-union employers, "what they were worth." What this amounted to was not stated, and of course the conditions could not be accepted. The members, against whose personal conduct no complaint was made, were compensated on leaving the office. The other payments on strike account were mostly in reference to the victimisation of certain members.

The accession of Birmingham to the P.T.A. was announced by the E.C., and encouraging reports were given from the deputation which had visited the towns in South Wales; but owing to apprehended troubles in the city of York, the visit to the North and East Ridings had been deferred.

The report contained the important announcement that a delegate meeting would be held in the coming September, and as most of the branches left the choice of place to the E.C., they had decided on the Liverpool branch as the one in which the meeting should be held, and decided to invite representatives of independent societies to attend. The financial position could not be considered very satisfactory, as

the balance in hand only reached £289 13s. The numerical strength of the Association was, however, greater, as it stood at 957 fully employed, and 374 in casual work. The proportion of the latter to the former was again unpleasantly large.

The principal event in the next half-year—the fifteenth—was the holding of a delegate meeting in Liverpool, in the month of September. Representatives from independent societies were invited to attend it, and of the thirty-four delegates present, ten came from such organisations, including four from London (one Press) and two from Leeds. Mr. James Inman, of Liverpool, was appointed chairman, and Mr. Jones, of the same city, secretary. The Scottish Association and the Dublin Society sent apologies for non-attendance, both on the ground that failure of previous attempts to establish an amalgamation gave no promise of success in further efforts of that character. In an address, issued on behalf of the delegates by the chairman and secretary, it was stated that no great constitutional changes had been made as the result of their deliberations. One of the subjects which occupied the largest share of attention, was the old one of tramping relief, and with this was connected the idea of substituting for it payment of relief to unemployed members in their own branches by a system something like that of the present out-of-work fund. The experience of most of the delegates (both branch representatives, and those from independent societies) was that this could not be done without a very considerable addition to the expenditure at that time provided for by the rules, and the evils were even then apprehended which have required to be met in subsequent years by very stringent regulations. There appeared a very strong impression in the minds of the P.T.A. delegates that any attempt to increase the subscription (then only twopence

per week) would not only result in failure, but might even be attended with disastrous consequences to the Association. Suggestions as to the reintroduction of the reimbursement system in connection with tramping relief, the continuation of emigration payments to unemployed members, were promptly set aside, as experience did not justify renewed attempts in either direction. The address stated that the meeting had adopted a simple plan, by which it was confidently hoped to include the chief benefits of the old system, and that small branches could, under certain regulations, be reimbursed their relief to the extent of their contributions to the Association. After again stating that the meeting was opposed to any attempt at revolutionary changes, the address states that the prevalent feeling was one of conciliation rather than aggression, blended at the same time with a firm determination to uphold the position of the members, and to use every rational means to improve it.

Reference has previously been made to the existence of a society called the Liverpool Typographical Association, and this was one of the gravest matters the delegate meeting had to consider. It resulted, after considerable discussion, in the delegates appointing a deputation to meet the members of the society referred to, and the deputation reported that they found the men composing the apparently antagonistic society to be of a different character to what had been anticipated, and that there appeared on their part to be no real antagonism to the branch, about which there seemed to be a misunderstanding. Suggestions as to the terms on which they could be admitted were considered, the main feature of which was the admission of the men at the ordinary entrance fee. These terms were afterwards approved by the delegates and by a special meeting of the Liverpool Branch, with very satisfactory results. The address, referring to this matter, adds :

"The proceedings will, it is fervently hoped, result in the removal of two antagonistic bodies with one and the same interest, strengthen the bonds of unity among the members of the profession generally in that locality, and finally substitute a feeling of fellowship and goodwill in place of the jealousy and contention which have too long prevailed."

The question of the seat of government came on for consideration, and though strong criticisms were offered in regard to some of their decisions, their general conduct was unanimously approved, and it was resolved to continue to trust the management of the Association to the Sheffield Branch. That renewed expression of confidence the E.C. gratefully acknowledged in their report.

The E.C. on this occasion felt it necessary to call attention to what they considered the best means of resisting encroachment when threatened. They said: "It has been repeatedly manifest that unsound notions on this head, and unreasonable expectations as to the capabilities of the Executive, pervade portions of the profession. For example: An encroachment is threatened in an office, and the first step taken is to send the bare fact to the Executive on the authority often of one individual; and a remedy is asked for, apparently under the impression that the latter are in possession of some magic wand, by the mere stroke of which any and all grievances can be put to flight." Then follows advice on precisely the same lines as those on which the present Association rule in regard to disputes is framed. Instances are given of cases of this kind, which caused infinite trouble to investigate and settle. Others are added where rudeness and abusive language did much to prejudice the case of members implicated in disputes, and the necessity of courteous and good behaviour is naturally enjoined.

The half-year's accounts show a slight reduction in the Association's funds, which now stood at £272 15s. 3d., but the expenses of the delegate meeting more than accounted for this. There was a small increase in the number of members, those fully employed for the first time reaching four figures—1,024; the casuals totalling 371.

The most conspicuous feature in the next half-yearly report (the sixteenth), is the record of a difficulty which had risen in the Liverpool Branch in regard to the employment of men as feeders at machines. The branch had a rule, which appeared to have escaped notice up to this time, that none but printers should be employed as feeders of machines. Increase of work in the jobbing department had induced the proprietor of a news and jobbing office to employ other labour in feeding in the latter section. Efforts to dissuade him from this proved unavailing, and the E.C. were appealed to for support in resisting the innovation, but this they were unable to accede to, as there was no Association rule on the subject, but there was a generally recognised practice that at least one printer should be required to be in charge of each machine. Considerable friction arose between the branch and the E.C. on the matter, some influential members of the former contending that the E.C. were bound to support every branch in carrying out their local rules. The E.C. had a sufficient reply to this—that they were only in duty bound to carry out such rules as were embodied in the Association code, or at least were in harmony with it. The aspect of the dispute seemed very serious, and the E.C. had to take unusual measures to face it. At their request the Manchester Branch appointed Messrs. Ashton, Leggett, and Maguire to co-operate with the President and Secretary of the Association, and Mr. Brodigan, of the E.C., in a conference with the Liverpool Branch on the matter. At this meeting both sides

of the question were strongly urged, the representatives of the E.C. urging the rescinding of the Liverpool rule as being out of harmony with the principles of the Association. This advice was not palatable to the Liverpool members present at the meeting, but as it was impossible in the crowded room to take a proper vote, it was agreed to refer it to the members by voting paper. The result was that 86 voted for maintaining the rule, and 186 against, there being added a proviso that if the result lost any man his situation the Association should compensate him for it. No claim on this account was subsequently made.

In a news office at Birmingham the E.C. had to deal with the highly objectionable system of farming. They were, with the assistance of the branch, successful in putting an end to the abominable practice, but they could not immediately remove the "farmer," and while he remained he made the pasture under his care such an unhealthy one for two of the members that they were compelled to seek fresh fields, where they found the nourishing food which the Association supplies in such cases. A novelty in the report is the announcement of repayment of £12 advanced for emigration purposes, and the E.C. acted wisely in allowing another member to employ the sum so refunded for the same purpose for which it was originally granted.

The number of members still continued to increase, and now stood: Fully employed, 1,088; casuals, 430. For the first time the treasurer published a capital account, and from this it appeared that the Association was now worth £404 7s. 8d., a gain on the half-year of £131 12s. 5d.

The seventeenth report covers a comparatively uneventful period, the E.C. stating that many of the matters which had come before them could not with propriety or service be

detailed in their record. Upon one point they felt it necessary to speak strongly, and that was in a case where a branch had allowed the apprentices to be increased from four to nine without making any protest or informing the E.C. of the fact, and then only, it appeared, because there was a threat of putting the boys on their lines. Three out of the eight men employed were non-society men. The proprietors (some of them recently officials of the branch), determined to maintain the excess of apprentices, and announced their intention to discharge any man who dared to object. The E.C. thought the case hopeless, and took no further action than to assure any member who dared to protest of the protection of the Association.

In prosecuting their missionary work, the E.C. sent Messrs. Dronfield and Speak to Nottingham, where, with the able assistance of Mr. J. Pullon, the branch secretary, an excellent meeting was held, which resulted in a considerable addition to the number of members.

The question of a delegate meeting had to be considered, but the E.C. did not regard the state of the Association as calling for such a gathering. The only questions upon which any doubt appeared to arise were the borrowing of matter from one office to another, and the question of continuing or removing the seat of government. No important case had arisen in connection with the former, and it was thought that both points could be settled without the trouble and expense of a delegate meeting.

The number of members remained about stationary, but there was a very decided improvement in the finances, the capital account showing assets of £559 3s. 9d., a gain of £154 16s. 1d. on the half year. A curious feature in this report is that Mr. William Mawkes signs the report as a

member of the E.C., and also affixes his name to the balance sheet as one of the auditors. Probably the last was done in a case of emergency.

The next report has a far less satisfactory account to give financially, and has also to record the most serious conflict in which the Association had up to that time been engaged in. This arose in the *Daily Press* Office, Birmingham. The first point in dispute was the transfer of matter from that office to the *Mercury*, and wisely or unwisely the E.C. did not think it necessary to take extreme measures to resist this course, but such extravagant further demands were made upon the men that the E.C. found it impossible to tolerate them, and they were authorised to tender notice, and awarded strike pay. During the fourth week of the strike, the branch secretary absconded with £30, and the A.S. was immediately despatched to Birmingham to inquire into the matter, and with cash to relieve the wants of the men on strike. His report was that the delinquency was due to the systematic neglect of the branch to look after their secretary or the business he should have transacted, that there was no prospect of the money stolen being refunded, and Mr. Speak recommended that the strike should be closed, with the hope of a further effort being made to put the branch on a better footing. This was done, and at the request of the men on strike they were awarded £7 each, in addition to the weekly payments received. A very different result would have been arrived at had the trade in Birmingham been united, but there were two societies, one wishing to be a branch of the P.T.A., and the other preferring to maintain an independent society.

The E.C. desired to get the two bodies together, and a meeting was arranged, when the matter was well fought out. In order to meet the case of men detained at work proxy votes were allowed, with the result: for the P.T.A. branch,

nineteen present voted, and four proxies were recorded. For local organisation, twenty-one present and twelve proxies. This for the time extinguished all hope of maintaining a branch in Birmingham. It is not a pleasant chapter in our history, and is one upon which it is happily not now necessary to dwell, as peace and harmony have long been restored between those who were then the contending parties.

No branch thought a delegate meeting to be necessary this year, and there was only one which suggested a removal of the seat of government, and that was not a very influential one. The cost of the Birmingham struggle (£291 in strike payments alone) had a serious effect upon the finances, which were reduced by £149 14s. 11d. There was also a slight reduction in the number of members—972 regulars, and 350 casuals.

The period included in the nineteenth half-yearly report is described as a "momentous one in the annals of the printing trade in Sheffield, and an important one to the Association and the trade at large." The local matter thus referred to was an important action for libel brought by Mr. S. Harrison, proprietor of a daily and weekly paper, against the officers of the branch and Mr. Pearce, of the *Telegraph*, for issuing and publishing a libel in regard to the manner in which the plaintiff conducted his business. The case against the officers was not proceeded with, apparently because there was no prospect of recovering from them the heavy damages claimed. The facts of the case were briefly these :—Mr. Harrison, who had until a short time previously been a member of the branch, became the proprietor of a daily and weekly newspaper, and, like many others who have made a rapid advancement, forgot the old principles, or rather it would, perhaps, be more correct to say, his professions, for he could never have had anything genuine about him. The

J. NEASON

M. NELSON
President, 1881

J. NUTTALL
President, 1870.

J. S. GOODARD
President, 1874.

R. IVESON
President,
1883 & 1888.

J. HUMPHREYS
President,
1880 & 1892

C. LINCS
President.
1876 & 1878.

D. WALKINSHAW
First President of E.C.
1849.

R. PYE
Member of first E.C.
1849.

T. R. CROSS

J. SANDERSON

A. J. BRADWELL
Chairman of
Inaugural Meeting, 1849.

J. D. NICHOLSON
Vice-President,
1892.

S. DELVES

D. BIRD
President, 1887

J. KILBURN
President, 1885

A. C. HUNTER

branch rate for weekly papers was 28s. per week, and 5s. were added to this for night-work on morning papers for "stab" hands, and one penny per thousand on piece; the extra threepence per hour after 10 p.m. being added in both classes of work. These rates had been ungrudgingly paid by the other daily paper in the town; but Mr. Harrison determined to reduce them, and for this purpose advertised for non-society men at reduced rates. About half the staff received notice that they must not only accept the reduced terms, but must agree to leave the society. The men who had not received notice were authorised to tender theirs. They did so, and were afterwards awarded strike allowance. This was the only action which the E.C. took in the matter, and the only responsibility which they incurred on behalf of the Association. But the Sheffield branch determined upon an appeal to the public, and in the name of its officials issued a statement of the cause and nature of the dispute. This appeared as an advertisement in the columns of the *Telegraph*, and constituted the libel complained of. The case was heard in the Court of Exchequer, before Baron Martin, and the E.C. felt compelled to remark that they thought the prejudice against trade unions made it impossible to obtain a just verdict. Even the Counsel engaged for the defendant appeared to share this view, as he did not call witnesses who, it was considered, would have given valuable evidence in his behalf. It was not surprising, therefore, that the verdict was against him, and that he was ordered to pay £500 damages and costs. The E.C. did not hold themselves responsible for the appeal to the public or its consequences, but considered the branch was quite justified in the course they took, and supported their desire for assistance from other branches and societies in our own and other trades. The Sheffield branch held itself morally responsible to Mr. Pearce to pay the damages incurred in its behalf. The appeal was promptly responded

to, and nearly £873 was subscribed. The expenditure was £1,062, the balance of £873 being paid by the Sheffield Branch. London and Manchester each sent £100. An appeal to a higher court was contemplated, but the prospect of success seemed so small that it was abandoned. Mr. Harrison entered an action against Mr. Leader of the *Independent* for publishing a report of a public meeting at Sheffield in sympathy with the men on strike. Mr. Harrison's action resulted in his obtaining a verdict for one shilling damages, but this magnificent sum did not much benefit him, as his paper died within three months, notwithstanding his "cheap" method of producing it.

In other respects the half-year under notice did not furnish many striking or novel features. An exception to this, however, occurred at Newcastle. In a daily paper office there the men were inadequately paid, and the members wished to enter upon an agitation for an improvement, but as only about half the men interested were in the branch, and there were a large number of apprentices, the E.C. did not think the chances of success warranted a resort to extreme measures, and a deputation which visited the branch confirmed this view. It was therefore determined to postpone any action till the trade was better organised. An instance occurred in the same branch which shows what was sometimes expected from our members forty years ago. Five members were discharged from a news office for refusing to *deliver* newspapers for a degradingly paltry remuneration. Four of the five immediately got "sits." elsewhere, and the fifth was compensated with £4.

Little financial change took place this half-year, a loss of £3 9s. 7d. being the only variation, the total assets showing £405 19s. 3d. The number of members were: 482 regular and 382 casual. Some changes had been made in the E.C.,

Messrs. Appleby, Clark, Corbett, Wright, T., and Wright, W., taking the places of Messrs. Brodigan, Coulson, Shirt, Slater, and Turner, M.

The twentieth report states that "the half-year now terminated has happily not been characterised by any material dispute with employers, and that fewer appeals for advice in cases of a serious character had been received than at any previous period in the history of the Association." None of the few cases brought before the E.C. involved any novel point, and the natural result of this time of peace was a considerable improvement in the financial position. The E.C. were enabled to announce that the important town of Bradford had been added to the list of branches. The question of holding a delegate meeting (a subject which was rarely absent from the reports about this time) is again referred to, the E.C. expressing the positive opinion that such a meeting "would be largely beneficial to the trade." The members, while asked to vote upon the holding of such a meeting, are also required to express their opinion as to whether it is desirable to remove the seat of government, the fact of its having remained in Sheffield for ten years making it necessary for the members to express an opinion upon that point. No noticeable change in the number of members is reported, and the financial gain on the half-year was £107 17s. 2d., the total available funds being £513 16s. 6d.

The twenty-first report is couched in a much more cheerful spirit than many of its predecessors. It chronicles a general improvement in the state of trade, and records no case of serious conflict with employers. The replies of the branches on the question of holding a delegate meeting were distinctly against there being any necessity for such a gathering, and after their clear pronouncement in favour of it, the E.C. could hardly feel gratified at the result, but they loyally

bowed to the decision of the members, and persevered with the work entrusted to them. They were the more encouraged to do this from the fact that the branches, with practical unanimity, expressed the desire that the seat of government should remain at Sheffield. A considerable increase in the number of members is reported, and this was specially satisfactory as it occurred in the ranks of the fully-employed members, who now reached 1,105, while those in irregular work had decreased to 248. The value of the Association had increased to £513 16s. 6d.—a gain of £170 11s. 6d. on the half-year's work. Several new names now appear on the E.C., who sign the report; the full list being Joseph Giles (president), John Turner (treasurer), G. Appleby, W. Clark, J. L. Coulson, T. F. Dales, W. Dronfield, J. Garnett, R. Pye, J. Smurthwaite, Mark Turner, and M. Winter.

The E.C. were not able to maintain their cheerful tone in the next report, though the operations of the half-year resulted in a small financial gain. The majority of cases brought under the notice of the E.C. referred to attempts to introduce an excessive number of apprentices or an infringement on the piece or "stab" scale. In regard to the removal of men from the branch in which a strike took place, the E.C. had to call attention to the fact that in very few cases had the men who had received loans for removal repaid the advances made them, and the E.C. admitted that their repayment had not been pressed for, as it was thought the members deserved consideration for the sacrifices they had made in the interest of the trade. They (the E.C.) explained that the rules did not permit them to make grants, but that they were only allowed by rule to make loans. This rule continued in operation for several years, till the members substituted the present one for it. The rate of subscriptions paid at that time was insufficient to allow anything like justice to be done in such matters.

The E.C. had, during the half-year, given a large amount of attention to missionary work. The Liverpool branch had pointed out the number of towns in the Lancashire district where such work could be successfully undertaken, and at their suggestion Messrs. Melson and Jones, of Liverpool, were appointed for the purpose, and visited several towns in the County Palatine. They were favourably received, but the entrance fee suggested (7s. 6d.) appears to have been a barrier to any effective result. At Newton-le-Willows, one of the places visited, a further difficulty arose in the employment of women and girls as compositors, and an excessive number of apprentices. It was thought best to meet these difficulties by suggesting the formation of an independent society as a preliminary to an endeavour to secure an improved state of things. The E.C. were also able to report that movements were in progress at Exeter and Plymouth which it was hoped would materially improve the state of trade in the west of England.

There was no change worth recording in regard to the number of members, and the capital account was only altered by an increase of £51 13s. 9d., the total stock being worth £684 8s. Two changes occurred in the composition of the E.C., Mr. Joseph Giles (president), and Mr. John Smurthwaite had left Sheffield for Manchester, and their places were taken by Messrs. H. Smith and G. Watts, Mr. Pye taking the chair vacated by Mr. Giles.

At the close of the year 1860, the E.C. were able to report that not a single collision with employers had occurred during the half-year thus closed, and that there had been no sacrifice of situations. They felt called upon to specifically condemn the conduct of two Chester members, who, after drawing the full strike allowance, made use of their cards to draw double travelling allowance, and then, as might be fully

expected of them, returned to the office which they had been compensated for leaving.

The question of the use of stereotyped matter for newspapers was forced upon the E.C., who made exhaustive enquiries into the effect of the system upon the trade. The replies sent were neither so numerous nor explicit as was desired; but they enabled the E.C. to deduce the conclusion that the system was not doing much, if any, injury to the trade. In some cases it reduced the amount of work for compositors, but in others it enabled newspapers to be published which would not have existed but for the aid of stereo columns or pages. The blocks were so manifestly inconvenient to editors that no successful paper would care to use them. Experience had not shown any necessity for interference in the matter on the part of the Association.

The E.C. again announced that it was their duty, by rule, to take the opinion of the members on the question of holding a delegate meeting, and gave some reasons why one should be held. Among these were the change in the trade caused by the removal of the stamp and advertisement duties (though the anticipated repeal of the paper duties had been frustrated by the House of Lords), the question of female labour, and that of the investment of Association funds, for which the rules made no other provision than that of banking them. The E.C. were embarrassed in this respect by having £950 11s. 4d. in hand, having increased the capital of the Association by £214 9s. 7d. during the half-year. The number of members also showed a steady but gratifying increase, those regularly employed reaching 1,146 and the casuals 327. Three changes occur in the members of the E.C. signing the report from those affixed to the last, Messrs. Silas Bullen, Ambrose Gregory, and James Wood replacing Messrs. Garnett, Mark Turner, and Winter.

In their twenty-fourth report the E.C. were enabled to announce that the long agitation for the repeal of the paper duties had been finally successful, but the immediate effect had not been of the character anticipated and desired. This was accounted for by the fact that works of a stock kind had been kept back or suspended until the exemption from paper duty could be realised. When this was accomplished a great impetus to trade was confidently anticipated. It was fully expected that the result would be the establishment of a considerable number of morning papers, and the E.C. were pressed to fix a rate of wages and piece prices for such work. The E.C. did not attempt to fix a hard and fast rule on the point, but after entering very fully into the inconveniences and unhealthy character of night work, recommended that an advance of at least twenty to twenty-five per cent. should be required by men engaged in such work. The question was considered at a delegate meeting held in Manchester in August, but was referred to a special committee, who do not appear to have made any more precise recommendation than the one the E.C. had issued. This delegate meeting was not only attended by representatives from all the principal branches, but most of the important independent societies also sent representatives. Many matters of general importance to the trade were discussed, among them the necessity of better organisation in districts where the lack of this was severely felt. Later reports will show that action was energetically taken in this direction. A novelty at the delegate meeting was the award of the prize of £5 for the best essay on trade unionism. This was secured by Mr. Abraham Wainhouse, of Manchester. It was said the efforts of the other competitors were of a very high order. No material change occurred in the number of members this half-year, nor had the E.C. any special difficulties to contend with. Financially there was a slight gain (£5 18s. 2d.), the total stock being valued at £956 9s. 6d.

The close of the year (1861) showed that the abolition of the paper duty had not, up to that time, produced the improvement in trade expected from it, and that there was then even a greater proportion of men unemployed than previously. This told with great effect upon some of the smaller branches, and the E.C. made special efforts to relieve the pressure. They had also to encounter many difficulties in regard to daily papers, and as these arose mostly in Sheffield, the E.C. asked the advice and assistance of Manchester. This was readily given, and the Sheffield members were sustained in their determination to resist the encroachments which were attempted to be made upon them, and it is pleasing to record that the resistance was successful. This was not accomplished, however, without the sacrifice of his situation by the A.S., who was discharged, after being twenty-nine years in the office where the trouble arose. The E.C. were fully convinced that this was due to his action in supporting the interests of the branch, and the E.C. at once made him a grant of £5, and guaranteed him from further loss for a period of twelve months. Fortunately he secured other work, and did not require to take advantage of the latter provision. The Birmingham branch, which had rejoined the Association, sent a resolution recommending an increase in the salary, in order to secure the permanency of Mr. Speak's services; but the E.C. advised the postponement of the question for a few months.

The idea of establishing a system of mileage relief had been broached at the delegate meeting, and Mr. Harper, of Manchester, had been engaged for some months in collecting information on the subject. This was still incomplete, but the E.C. hoped that at an early date a plan upon the subject would be formulated.

Another matter considered by the delegate meeting had been the question of the organisation of the trade in Ireland.

It was not then contemplated to ask the Irish Societies to join the P.T.A., but to establish an association for Ireland on the same lines as the English one. Messrs. Ashton (Manchester), Melson (Liverpool), and the A.S., visited Dublin on the matter, where they were joined by Messrs. Tuohy and Boucher, of Cork and Belfast. A conference was held with the Dublin committee, and separate meetings of the daily news men and the general trade were held, when the matter was thoroughly discussed. Afterwards the opinion of the members was taken by means of voting paper, when a very large majority declared in favour of an Irish organisation, and of Dublin taking its proper position as the head of it.

There was a satisfactory increase in the number of members this half-year, the returns showing 1,436 fully employed, and 486 who were less fortunate. The financial record was equally good, the total stock running into four figures—£1,078 10s., a gain of £122 0s. 6d. Four changes are found in the signatories to this report—Messrs. C. C. Hall, John Ramsden, J. H. Wood, and W. Wright, taking the places of Messrs. Bullen, Coulson, Pye, and Watts, Mr. J. F. Dales being the president.

The principal event of the next half-year was the making arrangements for the establishing of the mileage system of relief. London, Dublin, and the Scottish Association declined to co-operate for various reasons; but this did not deter the E.C. from attempting to adopt the new mode of relief, and they convened a conference of representatives of the five principal branches to prepare a code of rules. This was accomplished on the basis of the system still in operation of paying one penny per mile for not more than 120 miles travelled in one week, with other conditions which are, in the main, still in operation. The non-conforming societies were dealt with by the payment of half this amount of relief to their

members. It was decided that the plan should come into operation at the beginning of the next year, 1863. The funds were to be kept quite distinct from those of the P.T.A., but the management of the new Association was entrusted to the E.C. of the parent body.

The E.C. reported having a busy half-year, and that two meetings a week had often been necessary; but no serious rupture had occurred to entail expenditure or the sacrifice of situations. At Whitehaven, the men in one office secured a reduction of hours from 63 to 60; but the employer insisted upon returning to the longer ones, and three men were compensated for refusing to submit to these conditions.

Owing to the great demands upon many of the branches, the E.C. took the reponsibility of temporarily reducing the subscriptions from twopence to one penny per week; but they could not quite see their way to accede to the wish of three branches, and undertake that the reduced rate should be a permanent one. Comment upon proposals of this character by men calling themselves trade unionists is superfluous.

The E.C. having had authority from the delegate meeting to invest money on good security, made a loan of £500 at five per cent. There was little change in the number of members, and the funds, owing to the slight expenditure on compensation, increased by £40 2s., despite the reduced rate of subscriptions; the stock now standing at £1,110 9s. 6d Two changes are chronicled in the E.C., Messrs. Coulson and Riddell taking the seats vacated by Messrs. Clark and Gregory.

The general establishment of the Association for the Relief of Unemployed Travelling Printers (to use the full title of the body which was subsequently more frequently termed the R.A.) was the chief event recorded in the twenty-seventh

report of the E.C. The refusal of London, Leeds, and the Scottish Association to join was evidently a great disappointment to the promoters of the mileage scheme; but the latter were none the less hopeful of beneficial results from its establishment, as it would maintain a systematic mode of giving relief, and a disciplinary method of dealing with such recipients as might prove themselves unworthy of the aid given them. It would afford a means by which members of good character could, when necessary, leave one branch for another without the taint of vagabondage which sometimes attaches to those who are termed tramps. The E.C. announced that they had taken the responsibility of throwing upon the P.T.A., as the parent association, all the preliminary expenses connected with the formation of the R.A., and the advancing of such sums as were essential to put it in proper working order.

The E.C. had numerous difficult questions to deal with during the half-year; but, wherever possible, they found it wise to settle them without recourse to extreme measures, and they acknowledged that they were assisted in this policy by the increased regard which some employers were showing for maintaining their good name, and thus attaching more importance to the opinion of the trade and to the action of the Association. None of the cases dealt with presented any very novel features,—the ever-present apprentice trouble being the principal cause of dispute.

Several questions were submitted to the branches for consideration. Among them were that removing the seat of government or continuing it at Sheffield, making a grant to the operatives suffering from the cotton famine, granting some compensation to Mr. Harper for his services in connection with the establishment of the R.A., and adding the cost of a bed to the relief given on non-conforming cards.

The E.C. had again reduced the subscriptions by one half for the period covered in this report, and just managed to make both ends meet, and leave as surplus the large sum of 5s. 1d. The total stock stood at £1,110 14s. 2d. No important change was made in the number of members. Mr. Henry Smith signs the return as president, Mr. William Clark as treasurer, while Mr. Richard Anderson makes his appearance as one of the E.C., and Mr. Mark Turner is again in the list.

A very gloomy tone pervades the report on the next half-year—the twenty-eighth,—the number of men unemployed being increasingly large, and no prospect of help coming from legislation or any other source. The overstocked state of the labour market is ascribed to the excessive number of boys put to the trade, and to the indifference to the magnitude of this evil which was shown by many members in several branches. Glaring instances of the latter are quoted, while it is acknowledged that some towns were active and vigilant in trying to combat the evil.

The replies to the questions put to the members showed that they wished Sheffield to remain as the seat of government for one more year, and that the Association could not legally make a grant to assist the cotton operatives, however much the members might sympathise with them. A very large majority of those voting left it to the E.C. to make such recognition of Mr. Harper's services as they thought desirable, and they regretted that they could not do more than make a nominal acknowledgment by a grant of £5.

The work of the R.A., of which a special report was presented, and which will be presently referred to, had required an advance of £430, the expenditure having far exceeded the sum estimated by the promoters of the

mileage system. The members of the R.A. were, therefore, to be asked to increase their subscriptions to twopence per week; and if they assented to this, then those branches which belonged to both P.T.A. and R.A. were promised a reduction of one penny per week on the former, making the subscriptions to the combined associations threepence per week. The heavy expenditure referred to occasioned a loss to the general fund of £188 9s. 6d., and the number of members showed a slight decrease.

The first half-yearly report of the R.A. is largely occupied with an historical review of the establishment of the Association, and a justification of its method of working. It admits that the income was only £282 15s. 7d., and the expenditure £561 5s., and states that the former must be at least doubled if the work is to be effectively carried out. It adds that the parent Association could not be expected to continue to subsidise the R.A., and the members must make it self-supporting or nearly so. Errors in administering relief had been numerous, and attempts at imposition not infrequent, but experience would probably check both these.

At the close of the year, December, 1863, the E.C. had again to report that the operations of the R.A. had entailed a heavy drain on the funds, and reduced the bank balance considerably. But for this the half-year would have been a fairly successful one financially, though for three months the subscriptions to the P.T.A. had been reduced by a halfpenny per week. The E.C. at that time must have had a most scrupulous regard for the pockets of the members.

One of the disputes which the E.C. had to deal with involved a rather novel feature. At Hereford, the manager of the *Journal* demanded that the men, who were on piece, should not only compose but make up their own matter, without any

extra payment. It need hardly be said that such a preposterous demand was not complied with, and that the men were supported in resisting it. From causes already described there was a loss on the half-year of £128 18s. 7d.

In regard to the R.A., the principal question was the request for an advance in the rate of subscription to twopence per week. This did not meet with a sufficiently hearty response to induce the E.C. to attempt to enforce it, but an increase to three-halfpence appeared more acceptable, and this was put in force for the last three months in the year, and a month later the payment of bed money was withheld from the members of the independent societies to whom it had previously been paid. Two new names appear on the E.C. in this report—Messrs. Dyson and S. Dixon, junior, replacing Messrs. Coulson and Hodgson, and Mr. James Wood is president.

The thirty-first half-yearly report (December, 1864) stated that the operations of the P.T.A. had been of the most important character, and on a scale far exceeding in magnitude those of any previous half-year. Stubborn fights had occurred at Huddersfield and Newcastle, for securing fair remuneration to daily and weekly news compositors, with finally satisfactory results, but at considerable cost to the Association. Several smaller branches made simultaneous movements in the same direction, in which some sacrifices were made. The deplorable state of Plymouth in regard to the overwhelming number of apprentices and other boys was forced upon the attention of the E.C. The men in the great western port thought by connecting themselves with the P.T.A. they would be in a better position to deal with the evil than by continuing as a local independent society, but the E.C. thought the condition of things so hopelessly bad, and that there was such a remote possibility of a branch there

being able to make any approach to conformity with Association rules, that they could not consistently consent to its establishment till considerable improvements had been made; but to encourage and assist in the work they made a grant of £26. The London Society of Compositors, being, from experience, impressed with the injury to the trade arising from the demoralised state of the west, also granted a sum of £30. The Relief Association was reported to be working in a successful manner, so far as its primary objects were concerned, and the income came more nearly equal to the expenditure.

The question of the removal of the seat of government, which had at delegate meetings and by branch resolutions been so frequently before the members, was at this time again under consideration by the latter method, and resulted in a decision to adopt Manchester as the headquarters. This was in accordance with the wish of the Sheffield branch, which was shared by the E.C., who had only retained office from a sense of duty to the Association. The balance sheet included the three quarters up to March 31, 1865, so as to leave matters as straight as possible for the Manchester E.C., to whom the transfer of the books and assets of the Association was to be made in the next month. At the period named the number of full members stood at 1,620 full, and 344 casual, while the stock account showed assets of £1,141 4s. 10d.

Differences of opinion prevailed in many branches as to the appointment of a secretary who should give his whole time to the duties, or only such portion as was compatible with holding another situation; and the members decided the question by giving a substantial majority in favour of having the whole time of their secretary. The Manchester branch, to whom, after some discussion, the power of making the

appointment was entrusted, adopted a resolution, which has since been strictly adhered to, that the officials of the Association should be kept distinct from those of the branch.

The transfer took place on the 8th of April, 1865, at an hotel somewhat famous in the history of Manchester, and claiming to be the oldest licensed house in the country. This is a point which antiquarians may be left to argue, and upon which there is little evidence. The house is called "The Seven Stars," and is situated at Withy Grove, Manchester. Trade societies at that time nearly all had to use public-houses for their meeting places. They had not advanced to the dignity of "institutes" or even "rooms." The deputation from the outgoing E.C. consisted of Messrs. James Wood (chairman), W. Clark (treasurer), J. Speak (secretary), G. Appleby, W. Dronfield, and H. Smith. The transfer of books and funds was formally and pleasantly made, and the deputation were cordially thanked by the newly-elected officers and E.C. for the satisfactory manner in which everything had been presented to them. It should be stated that the Manchester branch had elected Mr. Henry Roberts secretary and Mr. Ralph Thompson treasurer. The latter only retained office for a short time, and was succeeded by Mr. John Nuttall. The E.C. consisted of Mr. Joseph Ashton (chairman), Messrs. Joshua Dunstan, W. Evans, E. Farrer, R. Kelly, J. Maguire, J. Nuttall, H. Slatter, P. Statham, Noble Steele, W. Wainwright, and T. J. Whitworth. It has already been stated that for personal reasons, Mr. Josephus Speak declined to remove from Sheffield, and was, consequently, not a candidate for the secretaryship. The trustees appointed were Messrs. H. Boyer, W. H. Goodfellow, and W. H. Wood; the auditors, Messrs. J. Bradley and S. Knight.

The newly-elected E.C. soon found ample employment for their energies. At Carlisle the apprentice evil had

G. L. ATKINSON
Newcastle

J. THORPE
York

E. T. FOSTER
Hull

E. McCREADY
Sunderland

H. MACGREGOR
Middlesbrough

J. W. CARRALL
York

C. TAIT
Darlington

F. ASKEW-HULL
Chairman R C.
1899.

C. B. BEVERIDGE
Newcastle
Late Organiser

W. RICHARDSON
Newcastle
V-Chairman R C. 1899.

J. S. STAINSBY
Hartlepool

J. BLENKINSOPP
Durham

J. MERRYWEATHER
Stockton

J. H. PARR
Kendal

J. FARQUHAR
Scarborough

T. M. WILSON
Cockermouth

J. W. DODD
Carlisle

T. DEACON
Barrow

assumed such alarming proportions that 63 boys were employed to 35 men. On the advice of the E.C. the men memorialised the employers on the matter, and except in two instances had favourable replies. These, however, were the largest offices in the town, and their proprietors assumed a very hostile and defiant attitude, and eleven men threw up their situations rather than submit to the intolerable conditions imposed upon them.

The Manchester branch, which had long been satisfied with the old-fashioned 59 hours, determined to make a modest effort to get them reduced to 55. In this they were generally successful in the city, but the outlying towns, which were then sections of Manchester, were found more difficult to deal with, and contests on the question arose in Ashton, Bury, and Oldham. In all these cases the stereotyped argument was used that employers could not compete with those of Manchester on account of the superior machinery possessed by the latter, though the lower wages paid and longer hours worked in the towns named were a frequent subject of complaint by master printers in Cottonopolis.

Strike pay had to be awarded at Whitehaven to men who refused to continue to work 60 hours per week for 21s.

The number of members at the close of June, 1865, was 1,613 full and 371 casual, and the value of stock £1,258 19s. 11d. The operations of the Relief Association occupied considerable attention during the half-year, and a further attempt was made to secure the adhesion of London; but it was subsequently found that this had been futile.

In addition to a continuance of the troubles at Carlisle, Ashton, Oldham, and Bury, the E.C. found themselves confronted in the later months of the year, with a most serious difficulty at Liverpool, which involved the Association in

the most expensive conflict it had yet entered upon with employers. The branch, in the revision of its rules, endeavoured to reduce the ordinary jobbing and weekly paper hours to 56 (from 59), and to raise the wages to 31s., while for night work on morning papers 53 hours should be worked for £2, all hours in excess of the 53 to be paid at the rate of tenpence per hour; no casual hand to accept less than eight hours' employment. This latter clause was especially necessary to deal with the pernicious system of casual employment which had been instituted and maintained in the branch, more particularly in one of the daily paper offices, where men had no regular hours per week, no fixed hour for commencing or leaving work, and, consequently, no certainty of what their earnings would be. These were some of the complaints of what were called "regular" hands, but the casuals were treated in even a worse manner. They had to attend at a fixed hour to leave their names, but they were not sure of work then, and might be told to come in later. The whole system was such an abominable and unjust one, that the only surprise is that it could be tolerated for a single day. The proprietor of the paper had to admit, in reply to a deputation, that it was a "damnable" one, but he made no effort at amending it, and the E.C. felt compelled to use all their energies in fighting against it, conceiving that they never had a juster cause for which to do battle. The jobbing employers also in many cases proved obstinate, and added to the expensive character of the struggle. The slender funds of the Association were not in a position to meet the claims which this contest entailed upon them—no less than £1,304 1s. 9d. up to December 31—in addition to that incurred in Manchester and other places; and the E.C. were compelled to make an appeal to the larger branches and to other trades for aid. The response was a liberal one. Manchester granted £200; Liverpool agreed to advance the

strike pay out of its own funds, and Birmingham lent £100. Other societies, headed by the Amalgamated Engineers with £50, gave valuable assistance, and the claims of the men were fully met. Their places were, unfortunately, filled by a number of unprincipled fellows, many of them hailing from London. The impoverished condition of the Association compelled the E.C. to ask for a levy, which the members readily assented to, no doubt feeling very acutely the magnitude and importance of the struggle in favour of trade principles.

The E.C. were not wholly engrossed in their work at Liverpool, but found time to consider the places where organisation was necessary, and deputations were sent on this account to Birmingham, Cheltenham, Gloucester, Oxford, and Bishop Auckland. In the first-named branch the news section had maintained a fair position by keeping up their combination, and there appeared no reason why the jobbing trade should be so inadequately paid. The result of the visits paid was regarded as very hopeful of improvement. The propagandist work had resulted in the accession of Blackburn, Cheltenham, Dewsbury, Gloucester, Peterborough, and Worcester to the P.T.A., and of Reading to the R.A. The number of members of the P.T.A. was now 1,608 full and 384 casual, and of the R.A., 2,521, the difference showing the total of those who were not connected with the parent society. The stock account, after deducting the sums due, stood at £337 4s. 4d. The report of the Relief Association is largely occupied by correspondence with London in connection with the request for their adhesion to the R.A., and the publication of reasons for the refusal of that request. No change of importance had to be recorded in that respect, but it should be stated that Mr. T. J. Whitworth had now succeeded Mr. Nuttall as treasurer of the two associations,

and that Mr. John Parr had taken the place of the former on the E.C.

The thirty-fourth half-yearly report congratulated the members on their increasing strength, influence, and prosperity of the Association. The extended movement among the branches for a reduction of hours had tended to lessen the number of the unemployed, and to promote the welfare of the profession generally. The E.C. regarded the great strike in Liverpool as having destroyed a most objectionable system, and established an equitable method both with regard to hours and wages. During the half-year they had to enter into several conflicts with employers to maintain "the primary object of the Association—the limitation of the number of apprentices." In one case they had to deal with the introduction of female labour, and the employer failing to get suitable applicants of the gentle sex, then determined upon trying turnovers, with whom he would have permitted his old staff to work if they would leave the Society. The tempting offer was not accepted. A successful effort was made in one branch to resist the introduction of task work on a daily journal, and the overseer who attempted the innovation met with his deserts by being discharged. The E.C. report that Derby, Hull, and Monmouth had joined the P.T.A., and Chesterfield the R.A., and note with great satisfaction the admirable conduct of the first two branches named in succeeding in obtaining an advance both in piece and "stab" rates before applying for admission. The E.C. acknowledge with pleasure the manner in which the branches had responded to the appeal to restore the Association to a sound financial position by paying the levy asked for, the amount realised being £558 18s. 3d.

The E.C. comment upon several changes which the members had, by means of voting papers, made in the rules of

the R.A. These changes did not in any appreciable degree affect any fundamental principle, and were mainly of an administrative or disciplinary character. Perhaps the most important were the abolition of the rule requiring travellers to repay the Sunday shilling on getting employment, and the adoption of payment for the last twenty miles walked by members into London. The financial position of the R.A. was satisfactory, its net income exceeding expenditure by £213, though there still remained a balance of £53 16s. 1d. due to the parent Association. The number of members was 2,699. Of these 2,026 were members of the P.T.A., 1,672 being fully employed and 354 casuals. The P.T.A. stock account showed assets of £932 16s. 2d., a gain on the half-year of £595 11s. 10d., which was attributable to the sum paid as levy.

The next half-yearly report (the thirty-fifth) is chiefly remarkable for the decreased number of cases in which the perennial apprentice trouble crops up, not that it is by any means absent even here. The movement for improvement in wages, hours, etc., which had set in a year before, was rapidly spreading, and many branches had substantial advances to record, and the E.C. found it necessary to caution impulsive branches against entering upon such movements without previously obtaining their assent.

At Nottingham, where the two daily papers in existence were unfair, owing to the employment of an unlimited number of boys, and the payment of a lower rate of wages than that paid on weekly papers in towns of equal importance with Nottingham, the proprietor of the *Journal* wished to produce a morning paper by the same means. This the men employed, supported by the branch and the E.C., declined to agree to, and the office was consequently closed, and the members sacrificed awarded strike pay.

A movement, which resulted in the establishment of the short-lived Alliance of Organised Trades, was initiated this year in Sheffield. The objects were very similar to those now put forward in favour of Federation. The E.C. sent the A.S. to the preliminary meeting, but he was not authorised to pledge the Association to any scheme. A committee was appointed there to prepare a code of rules, to be confirmed at a conference the next year; but after hearing the report of their representative, "the Council concluded that they would exceed the power entrusted to them were they to proceed further in the matter."

There was nothing special to comment on in the operations of the R.A., in the report under notice, except that the E.C. had the pleasure of referring to the improved *morale* of the members, as proved by the lessened number of reported cases, which was attributed to the efficient supervision exercised by the branch secretaries.

The members of the R.A. at this time numbered 2,721, of whom 2,181 (1,806 full and 375 casuals) were members of the P.T.A. The stock of the parent society was valued at £949 4s. 7d., showing a trifling gain of £16 8s. 4d., while the R.A. had met its liabilities, and had a small balance of £17 11s. 7d.

In presenting the thirty-sixth half-yearly report, June 1867, the E.C. congratulated the members on the increased numerical strength and influence of the Association. "Numerous successful efforts had been made to advance wages, reduce the number of working hours, and promote the all-important object of the Association—the restriction of apprentices." The latter was the subject which most obviously called for the attention of the E.C. The evil to be combated manifested itself in the most glaring manner in the *Guardian*

office, Warrington, where there were fourteen members of the branch, seven non-members, and fifteen unbound boys working as apprentices. As a natural corollary to this, wages were 25s. per week of 60 hours, and 5d. per hour was paid for overtime. The only improvement that the proprietor would offer on this state of things was an increase in the "stab" rate to 26s. He would not consent to any reduction of apprentices, or to remove any of the other irregularities complained of. With two exceptions, all the members of the branch were employed in the *Guardian* office, but they had made no effort to remove the evils complained of, nor had the E.C. been informed of the existence of such a deplorable state of affairs. It was therefore determined to strike the town off the list of branches, and that the supineness of the men in the office disqualified them for claiming full strike pay, but that the cases of such men as chose to leave would be considered. Thirteen men at once tendered notice, and the E.C. sent a deputation to inquire into each case, and on their report awarded compensation in sums of £5 downwards. The office was declared closed, and has since remained so, and has achieved some notoriety in the trade as a non-unionist establishment.

The report is largely occupied with details of a lengthy correspondence with the Birmingham branch on questions with regard to a recent revision of Rules, the branch contending that a delegate meeting was the constituted authority for such a purpose, and complaining that amendments they had proposed had not been properly dealt with. The E.C. appeared to have a good defence on both points. As to the first, no rule was altered without every member having an opportunity of voting upon it. In regard to the second, they claimed that all legitimate amendments had been included in the voting paper.

With regard to the rules of the P.T.A., as agreed upon by the vote of the members this year, it may be sufficient to say that except with regard to the added benefits, which were agreed to in after years, they are substantially the same as those embodied in the existing code. The subscriptions were still continued at the low rate of "not exceeding twopence per week." There was also the subscription of three-halfpence per week to the R.A.

The latter Association had occupied much of the time of the E.C. in connection with correspondence with the London Society of Compositors, who, while declining to join the R.A., were desirous of making an arrangement whereby their members might be placed on the same footing as regards relief as the members of the R.A. The E.C. saw so many difficulties in the way of carrying out the proposal that they were unable to acquiesce in it, and it accordingly fell through.

The R.A. at this period numbered 2,858 members, including 2,368 who were also members of the P.T.A. Of the latter 1,924 were fully, and 444 casually employed. The stock account of the P.T.A. shows assets of £705 7s. 9d., a deficiency of £243 16s. 10d. on the half-year's working. This was chiefly attributable to the heavy outlay on strike account, several of the cases being remnants from the previous half-year. The R.A. had a balance to its credit of £116 6s. 8d., less £71 7s. 9d. due to the P.T.A. Mr. John Hardman was now the president of the Association, and Messrs. C. Lings and J. S. Neason were members of the E.C., Mr. E. Farrer having died during the year.

It is said that the nation is happiest which has no history, and the operations of the next half-year (the thirty-seventh) may on that theory be regarded as successful, as no important struggle is recorded, though there were several occasions on

which the resources of the Association had to be brought into activity to support its members in defending its principles. The contests entered into were of a varied character, but presented no novel feature, and therefore need not be further commented upon.

The effort made two years before to improve the position of the jobbing printer in Birmingham had not met with the success which was anticipated. Many of the men who had joined the branch had seceded, apparently impatient that the branch could not at once get their wages advanced from 24s. to 30s. per week. The importance of improving the position of the men in the midland metropolis was recognised by the E.C., and they readily assented to the appointment of a deputation to assist the branch in a general meeting of the trade. The result was the appointment of a joint committee of news and jobbing men, but unfortunately no immediate or even early satisfactory result was arrived at.

The table of membership for the half-year shows 2,770 on the books of the R.A., of whom 1,857 are also fully employed members, and 405 casuals in the P.T.A. The assets of the P.T.A. show £747 3s. 3d., being a small gain of £41 15s. 6d. on the half-year. Mr. Joseph Ashton, who had been an active and valuable member of the Manchester branch for many years, and recently of the E.C., died during the year, and his seat was filled by the election of Mr. A. Wainhouse.

Nearly all the difficulties which the E.C. had to deal with in the first half of 1868 were connected with the violation or attempted violation of the apprentice rule; but in one case this involved the introduction of composing machines. In a Bradford office machines had been introduced (the Hattersley), and these were worked by four boys, the firm at the time having the full number of ordinary apprentices. The report

says upon this subject, and its importance makes it necessary to quote the exact words: "The Council resolved that no opposition could be made to composing machines, but regretted that the companionship had not immediately objected to other than journeymen or legal apprentices operating upon or distributing for them, and requested the branch to carry out the 28th rule." The rule referred to is the one on apprentices. The firm were unwilling to conform to this rule, and the men were consequently withdrawn and the office closed.

Efforts were made to establish branches at Ashton, Bury, and Oldham, the members in these towns having become disorganised in consequence of their failure to get the reduction of hours in 1865, while they were a portion of the Manchester branch. The prospects of success were good in Ashton and Oldham, but the opposition of the principal employer in Bury was found a formidable obstacle. The R.A. had an accession of members by the adhesion of Carmarthen, Carlow, Castlebar, Cork, Kilkenny, Newry, Salisbury, and Wexford.

Financially the half-year's work had resulted in a slight deficit, the assets being reduced by £45 12s. 6d. The R.A. had also passed through an expensive period, the income failing to meet the expenditure by £57. No noteworthy change is recorded in the number of members in either association. Two new names appear on the E.C., Messrs. Thomas Glynn and William Hutchins, and Mr. John Nuttall returns to his old place. The rules now require three auditors (two of whom are competent to act), and the balance sheets are signed by Messrs. Bradley, Farrell, and Hulme.

The second half of the year 1868 was of a comparatively calm and quiet character, and the E.C. were gratified to

announce that encroachments had been reported from few branches, whilst the increased income attested the improved condition of the trade. As usual, most of the difficulties that did arise were connected with the apprentice rule, which the E.C. felt it their duty to steadfastly endeavour to carry out.

The state of the trade in Carlisle, which had been a frequent cause of trouble and anxiety to the E.C., was again forced upon their attention. At this time there were 45 journeymen in the town, and of these only eight were members. The journeymen, however, were outnumbered by the apprentices, of whom there were no fewer than 54. The few members wished to secede from the P.T.A., but to remain members of the R.A. The E.C. having ascertained that there was no intention of making any effort to reduce the number of boys, agreed to strike Carlisle off the list of branches of the P.T.A., but declined the latter part of the request, and resolved that "The Council believe it unwise to admit as branches of the R.A., societies whose rules or practice do not correspond in fundamental points with those of the P.T.A., as it would give the members of nonconforming societies the same advantages as members of the P.T.A." It was well known at this time that some of the societies, ranked as branches of the R.A., were by no means good examples of efficient trade organisations, and it was certainly not desirable to add to their number. The E.C. made a strong appeal to such R.A. branches as were really doing effective trade union work, also to independent societies of a similar character, to co-operate in the work which the P.T.A. was endeavouring to perform by becoming branches of that Association.

There was little change to report in the number of members or finances of the P.T.A., the most pleasing feature being that there was a gain of £124 on the half-year. The

R.A. accounts were also of a satisfactory character, the income exceeding the expenditure by £115. There was still, however, a debt of £329 due to the P.T.A., but the E.C. had the gratification to announce that the members of the R.A. had, with practical unanimity, agreed to increase the subscriptions from three-halfpence to twopence per week in order to clear off the liability.

The year 1869 opened in a peaceful manner, and during the first six months the duties of the E.C. were comparatively light. The establishment of a boys' orphanage at Liverpool by the Roman Catholic body led to a rather prolonged controversy and correspondence with the branch. A newspaper was printed at the orphanage, and the manager wished two members working there to teach the boys the "art of type-setting," though he had no intention of their becoming apprentices. The overseer declined to do this and left, his place being taken by a non-society man, who was naturally more pliable. Two other members had the option placed before them of leaving the office or the Society, and as good members they naturally preferred the former course.

The E.C. refer to the fact that the Special Commission on Trade Unions had laid their report before Parliament, and that the report of the majority of that Commission, while recommending the removal of many obnoxious and objectionable restrictions, proposed to make the limitation of apprentices a disqualification for the legal recognition of the union adopting it; but the E.C. noted with satisfaction that neither the Government or any independent member had attempted legislation in that spirit. Nothing more was done by the House in the 1869 session than the passing of a short Bill giving legal protection to the funds of trade unions. Messrs. Hughes and Mundella were specially thanked for their share in this small but valuable measure.

The apprentice question was again to the front this half-year, several branches appreciating the difficulty of carrying out the existing rule, wishing a modification on the lines of allowing an increase in the number of apprentices where a large number of men were employed. The Sheffield branch wished a delegate meeting to discuss this question, but to this the E.C. did not agree, considering that the proposals on the subject could be better decided by a vote of the members through the medium of voting papers. This course was taken, and by a large majority all the propositions for a change in the rule were rejected.

The number of members in the P.T.A. on June 30, 1869, was 1,864 fully employed and 301 casuals; and the value of stock was £985 11s. 4d., a gain on the half-year of £159 13s. 10d. The increase of a halfpenny per week in the subscriptions to the R.A. had enabled that Association to meet its expenses, and to pay off £138 11s. 11d. of the sum due to the P.T.A.

Several new names were included in the E.C. who sign the report, viz., John Abbott, Thomas Glynn, W. S. Harper, John Henry, J. S. Goddard, and J. S. Neason. Mr. Noble Steele had retired through ill-health, and his former colleagues had passed a resolution thanking him for his valuable services. In the month of March, Mr. Henry Roberts tendered to the Manchester Branch his resignation of the office of Association Secretary, and Mr. Henry Slatter was unanimously elected as his successor, Mr. John Hardman taking the place on the E.C. vacated by the latter. Mr. Roberts' reasons for retirement were of a private nature, and his courtesy and ability while in office were fully recognised by the E.C. Mr. Richard Dunn was at this time president of the Association.

In the next report (the forty-first), the E.C. state that the operations of the Association during the half-year had been entirely of a defensive character. In some cases, by the exercise of a little diplomacy, they had been enabled to achieve a bloodless victory; in others, the exchequer of the Association had to supply the material for war. In every case the ever-increasing apprentice trouble was the cause of conflict. In one instance this was only so in an indirect manner. The Stafford Branch had amended their rules, and modified the one relating to apprentices, so as to make it harmonise with that of the P.T.A. The branch sent the revised code to a local printer, who undertook the work, and had the rules in type, but on reading the proof he at once ordered the forme to be washed and the type distributed, because he would not produce such an objectionable rule as the one on apprentices. He went further by declaring that he would not have men in his employ who could sanction such a rule, and that the men must either leave the Society or sacrifice their situations. With honourable men there was no alternative in the matter, and the three men employed at once threw up their situations. Fortunately, only one of them needed help from the Association, and that only to a very slight extent.

The E.C. found it impossible to continue the Exeter branch of the R.A., as out of seventy men only ten could be found willing to pay subscriptions, and a balance of £4 8s. 8d. was due to the Association. The E.C. wished, through the Plymouth branch, to establish a relief station at Exeter, but that was found impracticable, and the E.C. state that "The wretchedly low rate of wages current in Exeter is an instructive illustration of the blindness of the men to their own interests, and affords the best practical comment on the folly of the step they have taken."

There was a slight increase in the number of members on the roll of both associations, and the P.T.A. recorded a gain of £140 11s. 2d.; the stock being valued at £1,126 2s. 7d. The R.A. had an exceptionally heavy drain on its funds in the early part of the half-year, but the increased subscription reduced the debt to the P.T.A. by £48 16s. 2d.

The next period reported on, January to June, 1870, was a comparatively uneventful one, and resulted in a small addition to the number of members to both associations, and a gain of £188 4s. 1d. to the funds of the P.T.A. The R.A., too, for the first time since its establishment, was in a solvent position. It had paid off the £142 1s. 7d. due to the parent body, and had a balance to its credit of £112 12s. 1d.

In one case the E.C. felt themselves compelled to decline support to a branch where a piece rate disproportionately high to the "stab" wages was in operation. The proprietor was well aware of this, and wished for a slight reduction, offering, if this was agreed to, to remove grievances as to giving out of copy, etc. After rather protracted negotiations the E.C. recommended the acceptance of the arrangement, and the branch agreed to it.

Three separate cases of victimisation of members who had been active in furthering the interests of the P.T.A. were proved to the complete satisfaction of the E.C., and compensation was awarded. The E.C. had to announce with regret that the Hull branch, being dissatisfied with one of their decisions, in which they had not felt satisfied to adopt a branch recommendation for full strike pay, but granted 15s. per week, had decided to secede. Their reasons (the E.C.'s) were that they could not approve of the methods adopted by the member in question. Oldham was published as a new branch of the R.A., but Boston was struck off through

the falling away of many of its members. Mr. F. W. Furniss and E. Rathbone appear for the first time in the list of members of the E.C., of which Mr. John Nuttall was now president.

During the second half of the year 1870 there was no incident of a special character to report on, but one or two instances may be referred to. At Bolton an anomalous state of things had existed, under which the overtime rate was actually less than that paid for ordinary hours. With the support of the Association the branch succeeded in securing an advance for overtime, but even this could not be obtained without some sacrifice, and a member was discharged on a trivial pretext, but really because he insisted upon being paid the advanced rate.

The state of trade in South Wales again occupied the attention of the E.C., who were compelled to close an office at Brecon in resistance to an attempt to reduce wages below the Association minimum. In other places the E.C. had to defend and enforce the apprentice rule, and to contend against the employment of non-society men in preference to their members. In the majority of cases these efforts were successful. It was announced that Darlington and Macclesfield, hitherto only R.A. branches, had now joined the P.T.A. During the half-year the members had increased from 2,279 to 2,430, and the funds had been augmented by £259—standing at this time at £1,573. In the R.A., though the subscriptions had from the commencement of the year been reduced to three-halfpence per week, the value of stock stood at £306 16s. 11d., an improvement on the half-year of £164 16s. 3d.

The most striking event of the next half-year was a serious rupture at Hereford, where the proprietor of the *Times*

E. FINNIGAN
Sheffield

TOM SHAW
Sheffield

A. F. PAINE
Bradford

J. BEALS
Huddersfield

W. T. BUTLER
Doncaster

J. R. WINN
Grimsby

H. JEMMISON
Lancaster

S. MORTON
Sheffield

O. ATTACK
Leeds

TETLEY HUSTLER
Bradford

A. BERRY
Halifax

P. ASHTON
Macclesfield

I. B. ARCHBALD
Ashton

A. MOORES
Hyde

F. BOOTH
Glossop

R. W. MATHER
Ipswich

C. PARK
Stockport

G. H. ROBERTS
Norwich

insisted upon having a free hand as to the number of apprentices, though he declined to state what number he wished to employ, and admitted that he did not consider boy labour profitable. The proposal was concurrent with the introduction of an objectionable system of task work. The E.C. sent the Association president (Mr. W. S. Harper) and the A.S., and prolonged negotiations were entered into with the hope of a settlement. These, it was thought, might be successful, as the overseer informed the chapel that the proposal with regard to apprentices would be withdrawn if the other conditions were agreed to. The illusion, however, was soon dispelled, and the proprietor demanded a reply to this first letter under the signature of each man. As the communications were made through the overseer, the men declined to make any other than a joint reply through this gentleman. Another apprentice was almost immediately introduced, and the intentions of the firm were so manifestly hostile to the branch that there appeared no alternative but to withdraw the men and close the office, and this was accordingly done. Some years elapsed before, under more favourable circumstances, the office was reopened to our members.

The E.C. announced that Burnley and Middlesbrough had become branches of the P.T.A., and they strongly urged upon the various branches not only to be active in getting into their ranks all eligible men in their own towns, but to make inquiries and furnish the E.C. with information as to the state of trade in their various districts, promising any help that might be needed.

The E.C. were able to state that the number of members had been increased from 2,430 to 2,547, and that the assets showed an improvement of £263. The R.A. had also a most prosperous half-year, and augmented its funds by £184.

The E.C. commenced their next half-yearly report by congratulating the members that many of them had shared in the general prosperity of the country, and obtained increased wages or reduced hours of labour, and that in some cases both these advantages had been secured simultaneously. Similar movements were still in progress, with every probability of equally gratifying results.

The E.C. had considered the wisdom of being registered under the new Trade Union Act, and summarised their reasons for declining to take any steps in the matter by saying "that the advantages conferred are not an equivalent to the disadvantages entailed by the inquisitorial character of the registration clauses." The Home Secretary having stated that the Criminal Law Amendment Act was to be considered as the second part of the Trade Union Act, the E.C. "joined in the chorus of indignation which has been raised by trade unionists throughout the country against that most odious and tyrannical specimen of class legislation." With the view of enforcing this opinion the E.C. were represented at the Trade Union Congress at Nottingham by the A.S., and at all subsequent meetings of that body the Association has sent one or more delegates.

There was a small increase of members this half-year (Oswestry and Stockport having become branches), and a trifling gain financially, the return from Liverpool not being included. The strike at Hereford had been a very expensive affair. The R.A. shared in the general prosperity of the trade, and improved the condition of its funds by £143 2s. 4d.

Among the efforts made by the E.C. to extend the influence of the Association, special mention may be made of a revival of interest in the important town of Nottingham, where the condition of the trade was accurately described as "deplorable." The E.C. sent the President and Secretary,

who addressed a large meeting, and the movement was so far successful that within a short time the number of members reached nearly 100.

The E.C. had the melancholy duty to chronicle the death of two valuable members of the Association—Mr. Josephus Speak and Mr. Noble Steel. The former was well known for the admirable work he had performed on the formation of the P.T.A., and for the manner in which he had subsequently fulfilled its most important office. Mr. Steel's work had been more especially local, and confined chiefly to Manchester, but this work was highly appreciated and his loss was deeply felt.

The forty-sixth half-yearly report is principally taken up with details of the effort to establish 30s. as the weekly rate for jobbing printers in Birmingham. The men who had hitherto held aloof from the branch were carried forward by the wave of trade unionism which was then flowing over the country, and in large numbers joined the branch. This removed the chief impediment to progress, and made it possible to approach the employers with something like an unanimous request for the improvements sought, which included a reduction of one hour per week and an increase to ninepence in the overtime rate. The E.C. sanctioned the movement, and gave it all the support they could by deputations and otherwise. The employers, convinced that the men were in earnest, offered a compromise of 28s. per week of 54 hours, with eightpence per hour overtime. These terms were so much inferior to those obtained in other towns of less importance than Birmingham that they were promptly rejected, and a serious struggle was entered upon by 170 men tendering notices. About half of these were re-engaged shortly afterwards on the terms being complied with, and, subsequently, other employers conceded the terms asked for, and only one of the

170 referred to returned to work without obtaining the improvement sought—a most remarkable instance of loyalty considering the previous reputation of the town; and at the time of issuing the report the E.C. were enabled to state that not more than a score of the 170 were out of employment. Two of the largest employers and some minor ones, however, still held aloof, and the victory attained was rather an expensive one for the Association, costing in strike payments alone £566 within the half-year reported on.

A rather singular state of affairs arose in Liverpool. Influenced by the progress made in other branches, the members wished to participate in the onward movement; but it being understood that the existing engagements of the E.C. would not permit them to guarantee support to any movement likely to involve the Association funds, the men employed on the daily papers, on their own responsibility, initiated a movement by which the night men obtained a reduction of hours to 52, and an increase in wages of two shillings per week, the day men at the same time obtaining an advance of sixpence per week and a reduction of two in the hours worked. The local committee had no part in the matter, but were soon called upon by other members to know what was being done for them, and they advised that 48 hours should be fixed as the standard for night work and 51 for day work. The majority of jobbing employers agreed to the 51 hours, but those who were also news proprietors demurred to making any further change, on the ground that they could not recognise any distinction between working on news or jobbing in the day time. This created an unpleasant and complicated state of affairs in the branch, the local committee and the E.C. making ineffectual efforts to secure an amicable settlement. Beyond awarding support to the jobbing men who had failed to secure the improved con-

ditions of labour, any further action in the matter was deferred.

The report contains a long list of branches where advances in wages or reduction of hours (in many cases both) had been secured, and referred to several movements still in progress.

There was naturally a deficit on the half-year's working of the P.T.A., £554, but the R.A. had been successful in gaining £347. A slight but not important increase had taken place in the membership of both Associations.

The most important business transacted in the next half-year was the holding of a delegate meeting in Manchester. This was confined to representatives of the P.T.A. and R.A., who had to consider several vital changes which were proposed, including the establishment of an out-of-work fund, funeral, sick, and superannuation funds. The first two were agreed to, and the E.C. were instructed to prepare a scheme for their establishment, but the members were not yet ripe for the adoption of sick and superannuation benefits. The E.C. afterwards submitted rules for the out-of-work on substantially the same basis as those now in operation. The funeral fund was formed by a levy of a halfpenny per member on each death that occurred, the representative of the deceased receiving the proceeds of the levy, less any fractional part of 10s. The E.C., in the belief that the out-of-work would lighten the payments for travelling relief, decided as an experiment to pay the out-of-work allowance out of the funds of the R.A. The subscriptions to the two Associations, it should be added, remained as before—twopence to the P.T.A. and three-halfpence to the R.A. Up to this time the R.A. had only paid a very small share of the expenses of management, but the delegates decided that a fixed sum

should be allowed for the services of the officers and E.C., viz., £2 10s. to the Chairman, £10 to the Treasurer, sixpence per member for each meeting of the E.C., and £30 to the Secretary. The salary of the latter was thus increased to £130 per annum, and it was decided that he should be elected annually by the whole of the branches, and not as hitherto by the managing branch only.

The vexed question of the apprentice rule came in for considerable discussion, and a special committee was appointed to report on the matter. That committee was furnished with statistics by the A.S., which showed that from July, 1865, to June, 1872, 141 men had been sacrificed, at a cost of £1,067, in defence of the rule. The committee recommended a modification of the rule to the extent of allowing 1 apprentice for 2 men, 2 for 3 to 6 men, 3 for 7 to 12, 4 for 13 to 20 men, 5 for 20 to 30 men, and an additional apprentice for every 15 men. A most interesting discussion took place on the question, and the experience elicited was very instructive, but no agreement could be come to on any of the proposals for relaxing the rules, and ultimately it was decided to retain the rule in its existing form, but to allow the E.C. a discretionary power in carrying it out. This was described as a "cowardly get out," but it is certain that the E.C. at that time, and those who have succeeded them, have been very chary of exercising the power entrusted to them. A not unimportant feature of the week's proceedings was the entertainment of the delegates to dinner by the Manchester branch—a courtesy which was duly acknowledged.

The E.C. had, in addition to the duties attending the delegate meeting, several matters of interest to the members to occupy their attention. One of the gravest of these was a serious strike at Preston. The jobbing men had succeeded in getting their working hours reduced to 54, with, in some

instances, an advance of one shilling in their wages, but the men on the newspapers had no share in these advantages, and sought an equivalent by an increase of a halfpenny per 1,000 in the piece rate they were at that time paid. After some delay, caused by other heavy engagements, the E.C. gave their sanction to the effort, but the men were met by an unconditional refusal by all the three newspaper proprietors, and an attempt at a settlement by accepting a compromise of a farthing per 1,000 met with no better acceptance. This stubborn opposition to any improvement could not be tamely submitted to, and, with one exception, all the men tendered their notices, and the offices were closed.

A case involving an important question in connection with the fortnight's notice arose at Bradford. It was the rule of the office to make out the wage bills on Thursday, and commence the new week on the Friday, but eight men received a fortnight's notice on the latter day. Thinking this an illegal notice, one of the men applied to the magistrates for wages in lieu of notice, but was unsuccessful; a proof of contract was demanded, and evidence as to the custom of the trade was refused. Another case was tried at the County Court, but was also unsuccessful, the judge stating that while the right to a fortnight's notice was established, that notice could be given on any day.

This and other conflicts on behalf of Association principles entailed a loss to the Association of nearly £600. The R.A. was more fortunate, and increased the balance to its credit by £116. The names of Messrs. E. G. Naul and John Reeves appear this half-year on the E.C.

The operations of the next half-year were of a more favourable character generally, and the E.C. having no serious difficulty to face, were enabled to devote attention to

the desirability of increasing the area and influence of the Association. For this purpose the A.P. and A.S. were deputed to visit the various towns in North Lancashire, Westmoreland, and Cumberland. As a result, Barrow-in-Furness and Cockermouth became branches of the P.T.A., Carlisle was restored to that position, and Lancaster, hitherto a branch of the R.A. only, joined the parent Association. As a set-off to these accessions, Limerick had seceded from the R.A. because the E.C. would not accept twenty-four weeks' subscriptions as the contribution for the half-year.

Both Associations show a gratifying financial improvement, the P.T.A. having a gain of £216 and the R.A. of £220. Among the names signing the report, those of Messrs. Joshua Dunstan, Joseph Giles, S. C. Nicholson, and W. A. Watts appear for the first time.

The E.C. in their next report review the operations of the newly-established out-of-work and funeral funds, and are satisfied as to the success of their introduction. The outlay on the former amounted to £144 18s. 2d., but the anticipated reduction on the R.A. expenditure had been realised to the extent of £110. No change was proposed in the method of meeting these payments until the experience of another half-year had been obtained.

Propagandist work was extensively attempted during the half-year in the South and West of England. In the former the A.S. was accompanied by Mr. J. C. Edwards, whom the London Society, to show their interest in the work, had appointed for that purpose. The chief towns in Kent and Sussex were visited, and wherever it was possible to get the men together meetings were held. In the West, Mr. Shellard, of Bristol, accompanied the A.S., and a similar course to that adopted in Sussex was taken in Somersetshire and Devonshire.

In all the places named the most dense ignorance was found to prevail, not only as to the principles and objects of the Association, but as to the most elementary principles of trades unionism. The results of these visits were not immediately seen, but Plymouth (an R.A. branch), joined the P.T.A., and an independent society, having connection with the P.T.A. as its ultimate aim, was established at Exeter. The London Society showed its sympathy with the work attempted by a generous offer of £150, but this happily has not been required.

Huddersfield, wishing to share in the forward movement, which had benefited so many branches, sought an advance to 30s. per week, with the sanction and support of the E.C. Several of the employers, after much temporizing and equivocation, refused the advance, and their men gave notice and left them. The men had offered to the other employers the compromise accepted by the *Chronicle*, that the advance should take effect from January, 1874, instead of November, 1873.

The E.C. were enabled to announce an increase of members from 3,100 to 3,400, Guildford having come in during the half-year, and there was a slight gain (£55) on the half-year's work, while the R.A. had improved its position by £166.

The report for June, 1874, was the fiftieth issued by this Association, and the E.C. considered the occasion a favourable one for contrasting its position with that existing in 1849, when it was established. At that time there were nineteen branches and 481 members. The latter had now increased to 3,673, and sixteen of the original branches still remained faithful. Of the other three, Carlisle had, for the third time, fallen away, and had discontinued any attempt to keep up an organisation. Wakefield was in a somewhat similar position,

except that a few men kept up their membership with Leeds. Waterford fell away early, and the rules of the P.T.A. and the policy of the E.C. prevented any further attempt at the establishment of branches in the sister isle.

On this date the Monthly Circular appeared in a new form, viz., eight pages royal quarto, with a cover, which practically gave four more pages. After a year the cover was discontinued, and the Circular increased to sixteen pages, giving much valuable space for the discussion of Association questions. Concurrently with these changes, the half-yearly report was issued on a size uniform with the Circular.

Considerable attention was devoted at this time to propagandist work, and the Birmingham and Wolverhampton branches, with the assistance of the A.S., organised visits to most of the towns in the midlands. The result was the establishment of branches at Dudley, Kidderminster, and Walsall. Lincoln, Shrewsbury, and Oxford were also visited by the A.S., with the result that those towns became connected with the Association. The Cardiff branch, with the object of securing the much-needed improvement in the southern portion of the Principality, organised meetings in many of the towns in the district, and the outcome was the establishment of branches at Bridgend, Carmarthen, Llanelly, and Swansea. Some of the men in the latter town were already members of the Cardiff branch, and of the four places named Swansea is the only one that now remains on the list of branches. As an instance of the low state of the trade in Carmarthen, it may be stated that a local authority, which compiled statistics on labour questions, placed the unskilled labourer at the bottom of the list, and the printer was only one above him.

The principal troubles of the half-year arose at Darlington and Wolverhampton. In the former place the

men on a morning paper worked 57 or 58 hours for about 33s. per week. They asked for an increase of a halfpenny per 1,000, and this was not only refused but the proprietor determined to take away certain extras which were included in their low earnings. The natural consequence of such an intolerable state of things was that the office was closed. At Wolverhampton an overseer refused to be bound by rules which had been sanctioned by his manager, and at different times discharged several of the oldest compositors without any reasonable cause. As the firm refused to put a stop to these high-handed proceedings the men were withdrawn and the office closed.

The stock account of the P.T.A. showed a gain of £79, but there was a deficit on that of the R.A. of £58. The latter Association continued to pay the out-of-work claims until that experiment had a further trial.

The next half-year was one of a peaceful character, and no serious conflicts with employers took place. A considerable addition was made to the number of branches by the accession of Bedford, Bishop Auckland, Carmarthen, Gloucester, Hertford, Hyde, Leicester, and Warwick and Leamington. Some of these had already been members of the R.A., or sections of other branches. These additions brought the total number of members up to 3,807. Financially the record was equally satisfactory, a gain of £118 resulting on the half-year. The R.A. was not so fortunate, the expenditure exceeding the income by £19. Mr. J. S. Goddard was at this time president, and the names of Messrs. Dunstan and Kinaston appear on the E.C.

The record contained in the fifty-second report is one of slow but steady progress. The number of members nearly approached 4,000, and with the addition of branches newly

enrolled would pass those figures. These were Aberdare, Rochester, and York. The two former had only a brief existence, but York, which was previously an R.A. branch, remained loyal. Many other towns had been visited, and in some cases societies had been formed, with the object of ultimately becoming branches. The E.C. had a rebuff at Reading, where the members declined to allow the A.S. an opportunity of explaining the principles of the P.T.A., and Northampton, after long deliberation, declined to take any step in advance. The R.A. branch at Chesterfield, and the independent society at Exeter had both collapsed through the apathy and indifference of the men.

A strike at one of the newspaper offices at Oldham was the chief feature in the half-year's work. With the sanction of the E.C. the branch asked for an advance of 2s. per week in the "stab" rate, an increase of a halfpenny per 1,000 in the piece prices, and one penny per hour extra for overtime. Much difficulty was experienced in getting any reply from one of the employers, who ultimately offered one shilling on "stab," the halfpenny on piece, but no extra for overtime. As the proprietor of the other paper was paying the advance sought, these terms were not acceptable, as they failed to remove one of the chief grievances, the employment of men on jobbing during the day, and then keeping them late at night, without any extra remuneration, to do their news composition. No satisfaction could be obtained from the firm, and the men consequently gave notice and left.

At Cardiff, one of the daily papers was paying a halfpenny per 1,000 below the other, and the proprietors refusing to raise the rate, the men were withdrawn and the office closed.

The stock account shows a gain of £171 to the P.T.A., but the R.A. had a very heavy expenditure, and there was

the large deficit of £311. The E.C., in directing attention to this, intimated that the members must prepare for an increased subscription to maintain this fund, and also to enable the Association to take more vigorous action in the interest of the members than their present limited means enabled them (the E.C.) to do.

The year 1876 closed in a manner to enable the E.C. to congratulate the members on the advance made. Four new branches were announced—Bangor, Boston, Ipswich, Norwich—but the two former did not flourish, and were soon discontinued, while the small ones previously existing at Coleford and Hartlepool fell away. The total number of members had increased to 4,180, and the P.T.A. showed the unprecedented gain of £521. *Per contra*, the R.A. fund, owing to exceptionally heavy expenditure on out-of-work allowance and travelling relief, was depleted to the extent of £282. It was quite clear this state of things could not be allowed to continue, but the E.C. left the matter over for the delegates to deal with at their next meeting in 1877.

The E.C. noted with satisfaction the improved labour laws which the Government had introduced and passed during the recent session of Parliament. Their full effect could not then be realised, but enough was known to make it clear that whatever defects they might contain, the new laws were a great advance upon those previously in operation.

In connection with the Trade Union Congress, held in September, a special Conference on the great question of federation was held in Glasgow. The A.S. attended on behalf of the Association, and after a two days' sitting a code of rules was prepared. These were submitted to the various unions, who were requested to consider them and send representatives to an adjourned meeting the next spring.

Only four persons attended that meeting, and the indifference then manifested caused the whole scheme to fall through. The *pro. tem.* officers appointed at Glasgow were Mr. R. Knight (chairman), Mr. J. D. Prior (secretary), and Mr. H. Slatter (treasurer). Needless to say, the functions of the last-named official were not of a very exacting nature.

Several new names appear on the E.C. in this report. Mr. W. Wainwright was the president, Mr. J. Giles the vice-president, and Messrs. Humphreys, Kirkley, W. Knight, Lings, Lyndon, Rowbotham, and Smurthwaite are among the others.

There is not much in the fifty-fourth half-yearly report to call for extended comment. Trade is described as being abnormally bad, and the statement is borne out by the increased number of men classified as casuals, and by the heavy expenditure on out-of-work and travelling relief. The payment under the first of these heads was increased by the extension of the benefit to members of one year's standing, and reached the large total of £484, while there was only a reduction of £29 in mileage relief. The last-named item was by no means so large a one as the E.C. had hoped for, but they deferred asking for any increased subscription till after the delegate meeting, which it had been determined to hold in May, 1877, in order that any change made might take effect from the 1st of July following.

The number of members of the P.T.A. was now given at 4,391, three of the South Wales branches—Aberdare, Merthyr, and Swansea—having become so reduced in numbers that they were discontinued as separate branches, the remaining members paying into Cardiff.

The year closed as badly as it opened, the continued depression of trade causing a very heavy drain on the funds

set apart for the relief of unemployed members, either in the shape of travelling relief or as out-of-work allowance. The payments on both accounts were unprecedentedly heavy—the mileage one reaching £705, and the out-of-work one £543. The E.C., to meet this severe drain on the funds of the R.A., set apart a sum of £500 to its credit, and told the members that they must be prepared to pay fourpence per week to the combined Associations. The E.C. also stated that the near approach of the delegate meeting afforded an appropriate opportunity for those societies which were only connected with the R.A. to join the parent Association, and thus dispense with the necessity for maintaining the R.A. as a separate Association. A proposal to the latter effect would be submitted to the delegates, and would probably be accepted by them if an equitable arrangement could be made. The report made the unusual announcement of a slight decrease in the number of members (33), but this was said to arise from the striking off the rolls of doubtful members, who had previously been returned as good ones. Chesterfield and Rugby were added to the list of branches, and Southport (previously a section of Liverpool) was now a distinct branch. One more effort was made at Carlisle—this time as a section of Newcastle, but Luton had to be removed from the list. The president of the Association died in the month of November, and Mr. C. Lings (the vice-president) was appointed as his successor, Mr. Kirkley becoming the vice. New members were, Mr. R. Bayley and Mr. J. Stoddart.

The early part of 1877 was an eventful one in the history of the Association, as the Birmingham delegate meeting in May initiated some vital changes in the history of the Association. Among the most important was the extinction of the Relief Association as a separate organisation, the absorption of the R.A. branches, who were willing to come

in, by the parent Association, and the adoption of rules for a superannuation fund. A preliminary difficulty was the title to be given to the newly-constructed Association; and no better selection could be found than the omission of the word "Provincial," as that stood in the way of Irish branches joining. Mr. W. Dronfield, of Sheffield, was appointed chairman, and sub-committees were elected to consider and report on the resolutions regarding sick and superannuated funds in the financial subscriptions and regulations of the Association, and on missionary work. One of the most important resolutions adopted was the determination to abolish the R.A. as a separate organisation, and that its rules be incorporated with those of the T.A., the members of the R.A. being invited to join the T.A. on the usual terms as to entrance fees and probation. Those branches which did not accept this invitation were to be paid out on the basis of the sum per member which the R.A. had when the out-of-work payments were charged on its funds. Only four branches were subsequently paid off in this manner, and the total sum so disbursed was £22 9s. 2d. These branches were Lewes, Reading, Salisbury, and Wexford. The delegates decided to increase the salary of the president to £8, that of the secretary to £150, and to pay the auditors £3 instead of the meagre sum they had previously received. The funeral fund was based on the existing sliding scale; but, instead of depending for support on levies, was to rest on a subscription of a halfpenny per member per week, the R.A. members to come into benefit after the usual twelve months' probation.

The sick and superannuation sub-committee reported against the establishment of a sick fund, but were strongly in favour of a superannuation one, and it was agreed to form a fund for the purpose by the payment of a penny per week per

J WHITAKER
Preston

E. ORRELL
Bolton

I. BOND
Southport

J. A. PILLING
Bury

J. C. QUINE
Isle of Man

W. D. RUSSELL
Blackpool

J J DICKSON
Manchester

R. W. COOPER
Liverpool

C. NELSON
Liverpool

M. LEYLAND
Burnley

T WOODS
Accrington

J BRINDLE
Blackburn

F. C. LIDDIARD
Newton-le-Willows

J. R. CLEAVE
Rochdale

C. ELLIOTT
Oldham

T ROSE
Wigan

member for three years, at which time payments should be made to members at the rate of 8s. per week for 30 years' members, 7s. for 25 years, and 6s. for 20 years. The E.C. asked for an increased subscription (to fourpence per week) for the ordinary work of the Association, but the delegates, having voted a penny for superannuation, would only give a halfpenny for general purposes. What was described as the "burning question" of apprentices led to a long and interesting debate without resulting in any substantial alteration of the rule.

The question of composing machines came up on a resolution of the Liverpool branch objecting to the employment of boys in distributing on the Hattersley machines. It was explained that this had only been sanctioned on the distinct understanding that the boys should not be employed in composition, or in any other way be taught the trade. Mr. Pink, as representing the branch (Southport) where the machines were in use, said the men there had no complaint, and the boys might as well be on sewing machines for any harm they were likely to do to the trade. On his motion, the existing system was allowed to continue for a further period of six months. A large number of other but not important changes were made in the rules, and among other items worthy of word it may be noted that the Birmingham branch displayed great hospitality to the delegates by entertaining them to dinner, and took advantage of their presence to hold a most successful public meeting.

The general results of the next half-year were satisfactory in that they showed an increase in the number of members, 3,897, as against 3,646 in the previous half-year, but the financial results were not so satisfactory, as there had been in addition to the cost of the delegate meeting (about £340) a rather heavy expenditure on strike account. However, the Association started on its new basis with a capital of £2,020.

The fifty-seventh report, December, 1877, has not a pleasant account to give of the state of trade, the unemployed continuing very numerous, and the expenditure on their behalf very heavy. Still, the stock account of the Association showed the funds to have increased by £805, of which £523 were subscribed for the establishment of the superannuation fund. There was a good increase in the number of members, the roll showing 5,309 against the previous 4,639; but the E.C. thought many of those returned as casuals had worked in more than one branch, and that the actual number might be reduced by 200 or 250.

At the close of June, 1878, the E.C. had to regret that the improvement in trade generally had not yet made its influence felt in printing, and that the heavy expenditure consequent upon the large number of unemployed members had caused a slight deficit on the half-year—£35. The number of members showed a gratifying increase, and now stood at upwards of 6,000. The superannuation fund was steadily growing, and £536 had been added to it during the half-year. The E.C. had no special difficulties with employers to contend against, but some which had occurred in the previous year left a considerable legacy of liability to members, which, of course, had to be met. One of these was in connection with the *Star* Office, Ashton, where the men were asked to accept a reduction of a halfpenny per 1,000, and to allow an unlimited number of apprentices. Failing this, they were given a fortnight's notice, but, even this they were not allowed to serve, as at the end of the week they were abruptly discharged—after they had distributed type for the next week—because they would not agree to accept the proffered terms. Acting on legal advice, and with the support of the E.C., the men took action in the county court, and were awarded, not a sum proportioned to their average earnings, but the "stab" wages of the town.

The fifty-ninth report has the same sorry tale to tell as its predecessor—heavy payments to unemployed members, and a consequently diminished exchequer—the deficit being £212. The one ray of sunshine was that the superannuation fund had been increased by £560, and now stood at £1,637. The majority of conflicts which the E.C. were compelled to enter into were in connection with the apprentice rule, but none of these presented any special features. There were other instances where they were compelled to resist the introduction of unfair features in connection with piecework, and to support members who were victimised while advocating Association principles. The roll of members this half-year shows a decrease, but this is ascribed to the purging of the list by several branches, and the striking off of bad or doubtful members. Those actually believed to be good numbered 5,385.

The result of the next half year (June, 1879) can only be described as very disastrous, and the sole consolation the E.C. could offer the members was that they had been able to maintain the principles of the Association, and meet the claims of the unemployed members. No less than £503 had been paid on strike account, while the out-of-work fund entailed the unprecedented outlay of £1,231. As some slight set-off, the mileage relief had been less by £48. The net result of the half-year was a loss of £809, and this compelled the E.C. to call for the levy, which the rules now provided for when the funds were below £2,500. The levy was one shilling per quarter for members in full work, and for those earning more than half the ordinary wages sixpence per quarter. One redeeming feature in the financial record for the half-year was that the superannuation fund had been increased to £2,212.

A large number of cases arose in which it was necessary to compensate members for the sacrifice of their situations,

but none of these presented any novel features. They arose from efforts by employers to reduce wages or piece prices, to increase the number of apprentices, or to punish members who made themselves obnoxious by their advocacy of the principles of the Association.

The number of branches remained the same, Brecon and Norwich having been struck off, and Brighton and Limerick added. The total number of members stood at 5,288.

The E.C. congratulated the members on the successful publication of the Emblem, which had been highly appreciated, and met with a large sale.

Mr. C. Barker and Mr. C. Browne appear in the list of E.C. members this half-year.

Matters looked a little brighter next half, though the generally improved state of trade had not benefited our members to any appreciable extent. No less a sum than £1,305 had been paid on out-of-work relief, which, added to £813 expended in travelling relief, gave a total paid to unemployed members of £2,118. The levy had realised £446, and the E.C. were compelled to announce that it would remain in force for another half-year, as the income for the half-year then closed fell short of the expenditure by £389. The E.C. announced that next month, January, 1880, payments could be made out of the superannuation fund, which now amounted to £2,830.

A different method was adopted now of compiling the number of members. Travelling members were not counted, as it was impossible to say from how many branches they were returned. This made an apparent but unreal reduction from 5,288 to 5,150.

The most important and expensive conflict in which the E.C. had been engaged this half-year was at Derby, where the closed *Reporter*, now an evening paper, was produced at a penny per 1,000 below the branch rate. Another paper, the *Gazette*, followed suit, and wished to pay the same rate. Negotiations produced an offer of a halfpenny per 1,000, and the E.C. advised the acceptance of this, providing certain unfair practices in the giving out of copy were abandoned. This the proprietor would not accede to unless the reduction of one penny were accepted. There were other imperious conditions attached which it was impossible to accept, and the office was closed. None of the other troubles encountered call for special mention, as they were all of the customary character.

The occurrence of a general election in the opening of the next year found employment for a large proportion of the casual members, and reduced expenditure on their relief. No serious strike had occurred, and the outlay under that ugly head had consequently been small. The gain on the half-year showed no less a sum than £1,026, but members were reminded that of this sum £579 belonged to the superannuation fund, and that the actual value of T.A. stock was £1,344, and that it was therefore essential to continue the levies.

The commencement of the actual work of the superannuation fund was, perhaps, the most interesting event of the next half-year. The payments amounted to £274, but the income, £583, was more than double this sum, and the fund at this time had £3,816 to its credit. This was a satisfactory start, but the E.C. considered the recipients would certainly increase each half-year, and with a prophetic instinct, which after years proved to be a correct one, said it was not "safe to argue from the present outlay that the reserve fund will not at a future period be required." Some aged members

who had previously had only the out-of-work fund to depend on, availed themselves of the newly-established benefit, and to some extent the out-of-work payments had been reduced.

The E.C. had the melancholy duty of chronicling the death of the treasurer, Mr. T. J. Whitworth, who had filled the office most efficiently for fourteen years, and was highly esteemed by all those who were honoured with his friendship. Mr. H. G. Pethybridge, the present treasurer, was elected as his successor.

Reviewing the financial position of the Association, and the continued drain on out-of-work and travelling relief, the E.C. stated that if this was continued the levy would have to be considered a permanent charge, unless it was superseded by an increased subscription. Without this the gain of £143 on the last half-year would have been turned into a deficit. The total value of stock at this time was £1,487.

The apprentice evil had long been one of great magnitude in Londonderry, and to assist the branch in trying to cope with it, the E.C. sent the A.S. to the maiden city. He found that in one office where six men had been employed to three apprentices, the former had been reduced to four and the latter increased to seven. The latter were kept on piece, and fully supplied with copy, while the former were kept idle. This state of things was not bad enough for the firm, and so three more apprentices were introduced, and it was thus impossible any longer to delay closing the office. Other offices, though not so rotten as this one, were still most unsatisfactory, and the branch made an effort, with some little success, by memorial, to induce the employers to amend their ways.

At the close of this year, Mr. Joseph Humphreys was the president, Mr. M. Nelson vice, and Messrs. T. Connolly, R. Iveson, and C. Leigh members of the E.C.

The sixty-fourth report (June, 1881) covers a period in which the Association pursued the even tenor of its way without being subject to any great disturbing influences. The membership continued about the same, but those claiming the out-of-work benefit had increased, and the cost had consequently become greater; but this was accompanied with a corresponding reduction in the payments for mileage relief. Strike payments had been lower, and the general fund thus gained to the extent of £100. The superannuation fund continued to work well, its income showing £572, its expenditure £307, and the amount standing to its credit being £4,700. The E.C. had again to call attention to the fact that the ordinary income did not by any means meet the expenditure, and that the levy must either be maintained as a permanent contribution or the subscription raised to an equivalent sum to that furnished by the levy. In the usual course of things the question could be dealt with by the delegate meeting, which by rule should be held in 1882, but the E.C., exercising the power vested in them, would not call such a meeting unless the members, by voting paper, decided that there were sufficient grounds for incurring the expense attached to it. If such a meeting was not held, the matter would have to be dealt with in another way.

A more cheery tone pervades the next report, which shows a substantial financial gain on the half-year—£961. This arises from a slightly increased subscription, but more particularly from a considerably reduced expenditure on out-of-work and mileage, caused by the enforcement of restrictions and limitations which were essential to prevent the funds being imposed upon. The reductions amounted to £194 on out-of-work payments, £174 on travelling relief, and £28 on the funeral payments; on the other hand, strike payments had increased by £37, and the sum paid to

superannuated members was £6 3s. more than in the previous half-year. In regard to the latter fund it was stated that by a singular error in the arrangement of the accounts the superannuation fund had been credited with £585 which really belonged to the general fund, and that the error having now been rectified the superannuation fund was so much the poorer, and now stood at £4,443, while the general fund had gained in a corresponding degree. The E.C. had to acknowledge that one of their investments on superannuation fund—that of £500 with the Union Land and Building Company—would certainly result in a loss, and this had determined them in making investments to rely principally upon loans with city or town corporations.

At the close of this year Mr. M. Nelson signs the report as president, and Mr. J. M. A. Mackay as vice.

The report for the next half-year, June, 1882, was of a generally satisfactory character, and included few items calling for special notice. The funds had increased by £563. Following the course previously indicated, the E.C. had taken measures to withdraw investments with building societies, and replace them with loans to corporations prepared to take them. Two investments of this character were made, £1,000 with the Bradford, and £1,000 with the Huddersfield Corporations. A new feature in the balance sheet was that the balances owing by members were separated from the sums due by branches, and the former, being a very uncertain asset, was not included in the stock account.

The second half of the year was described as "one of the most satisfactory since the establishment of the Association." There were no serious troubles with employers, and as a consequence the stock account showed a fund of £4,757—a gain on the half-year of £1,060. The superannuation fund had

also benefited to the extent of £287—the fund now standing at £5,046. The number of members had increased to 5,678.

The question of holding a delegate meeting having been answered in the negative by the members, the E.C. put forward certain amendments, to which the branches made additions, and these being acted on resulted in several changes being made in the rules, though none of these were of a very vital character. Apprentices were now admitted at the commencement of their last year on payment of the ordinary entrance fee and half subscriptions. The period for making half-yearly returns was extended to twenty-eight days. The probation for out-of-work benefit was made two years instead of one, and members having drawn £10 in six successive quarters were ineligible to any further benefit till their cases had been inquired into. Other minor restrictions were enforced with the view of preventing imposition, and confining the benefits of the Association to really deserving unemployed members.

The E.C. this year comprised Messrs. E. G. Naul (president), Mr. R. Iveson (vice), C. Browne, J. Deakin, Joseph Humphreys, J. Kilburn, C. Leigh, M. Nelson, J. D. Nicholson, J. Smurthwaite, and W. Wainwright.

The year 1883 opened well for the Association, and during the first six months nothing of importance occurred to prevent its peaceful progress. The general fund was augmented by £492, and the special one set apart for superannuation by £307. It was rather a curious fact that the number of members on the fund was exactly the same as in the previous half, the six who had died being replaced by exactly the same number of new applicants. No material addition had been made to the number of members or branches. Cheltenham and Galway had been struck off the

list—the former in consequence of the late and imperfect character of the returns and the general carelessness of which this was an illustration. In the case of Galway the cause was the falling off in the small number of members. The strike payments made during the half year were of the usual character. At Birmingham an office was closed in opposition to an attempt to employ non-society men at less than the recognised piece scale. At Derby two men were discharged for refusing to pay fines imposed by a firm which the branch and the E.C. thought unjust ones, and the members so sacrificed were compensated. At Hull and Leamington two members were discharged for what the branches and the E.C. considered efforts on behalf of the Association. At Manchester and Newcastle the apprentice rule had to be defended. In the former case it was attempted to add an adult apprentice to the full complement of others. This was successfully resisted. At Shrewsbury an office was closed through a determination to attempt a reduction in the piece rate, which had been in operation for twenty years.

The latter half of the year was as prosperous as the earlier one, both numerically and financially, and the E.C. were enabled to state that "the influence of the Association was never greater than it is at the present time, and a very large proportion of the employers have learned to regard it with respect, and to find in its main purpose—that of raising the status of the journeyman printer, an object which commands their sympathy." The E.C. said they had been fully convinced of the desirability of extending the influence of the Association over a larger area, and there were few important towns in England and Wales to which deputations had not been sent for this purpose. The result was not regarded as satisfactory. "Meetings were well attended, and apparently enthusiastic, but when the excitement was

over no further effort was made, and the men lapsed into the old order of things." Brighton is cited as an instance. Ten years before, the A.S., with Mr. Edwards, of London, visited the town, and a branch was formed. This existed in a lifeless manner for four years, when a similar deputation visited the branch, and for a brief period increased animation was shown, but an incurable decay soon set in, and the final collapse occurred in July of the year under notice. The E.C. decided to adopt a somewhat different policy in the matter, and urged upon branch officials to secure full information respecting the towns in their respective districts, with the view that these places should be visited, and all eligible men brought within the fold of the Association.

The roll of members at this time was 4,994 full and 938 casual, and the stock account of the general fund stood at £6,255—a gain of £1,005. The superannuation fund was also raised to £11,887—an increase of £279. There was no novelty in the circumstances under which strike pay was awarded, the apprentice rule being the cause in two out of the three instances reported on.

Mr. R. Iveson was president this year, and Mr. C. Browne vice. Messrs. Bird, Lings, and Neville were among the members of the E.C.

The year 1884 opened favourably to the Association, and only two serious ruptures occupied the attention of the E.C. The first was at Bradford, where the members sought an advance from 30s. to 32s. for the jobbing printers of the town. The majority of the employers recognised the reasonableness of the request, but others, who made loud professions of their kindly feeling, after some equivocation finally refused the advance, and the men were withdrawn and compensated. The Manchester difficulty arose at an office where several

technical journals were published, and the manager and overseer, both from London, instigated the proprietor to desire that the office should be put on piece, but without many of the extras which were allowed in the London scale. The branch and the E.C. thought the work unsuited for the piece system, and several interviews were had with the firm, who refused to come to any satisfactory arrangement, and ultimately gave the men a fortnight's notice, offering to some that they could retain their situations if they threw up their connection with the Association. To their credit it must be said that none were tempted by this alluring offer, but all left the office and were subsequently compensated.

The report records the number of members as 5,938, and that there was a gain on the half-year's work of £673. There was a surplus of income over expenditure also of £262 in the superannuation fund, but against this it was stated that the dividend on the sum invested in the Union Land and Building Company would not exceed two shillings in the £, and the total of the fund was reduced by the estimated deficit.

The next report (December, 1884) was of even a more rosy character than its predecessor. Though there was no increase in the number of branches, members and funds had both received additions, the forming showing a total of 6,170 and the latter £7,773—a gain of £844. The expenditure on the superannuation account continued to increase, and the E.C. were compelled to put aside frequent suggestions or alterations, all of which, it is superfluous to say, meant additional expenditure. They had, indeed, to remind the members that the time was rapidly approaching when they would have to supply more funds than were then available for securing to all eligible members the benefit of the fund. Except for one small amount of interest the E.C.

had closed their accounts with building societies, and continued their corporation investments, Preston and Oldham being added to the towns with which such transactions had taken place.

There was nothing in the nature of a serious dispute this half-year, but some of the men awarded strike pay in the previous half-year made heavy claims, which were, of course, met.

Mr. C. Browne was president for the year, Mr. J. Kilburn vice, and Messrs. T. Connolly, R. Hackett, and J. Hardman were among the members of the E.C.

The year 1885 was, like the previous one, a period of quiet but steady progress in the work of the Association. In the first half no considerable addition was made to its members, and only one new branch, Accrington, was added, but the gain to the funds, £547, was a substantial one. A serious struggle arose in the Belfast branch, where the proprietor of the *Morning News*, having changed the method of working from piece to "stab," required the men to continue to use the same means of measuring the work done which had been employed on piece. The E.C. supported the branch in the contention that this constituted an objectionable system of task work, and, with their support, the men refused to accept it, were consequently discharged, and were paid the strike allowance to which they were entitled. A Birmingham firm had determined upon the employment of non-society men at such rates as their necessities compelled them to accept, and as it was impossible for our members to work with them under such conditions, the office was closed, and the members compensated on leaving it.

The E.C. announced that they had under consideration a comprehensive scheme of missionary work. This meant

that they had mapped out the country into certain districts, and assigned to certain branches the duty of visiting towns in their neighbourhood with the intention of making the principles of the Association better known and appreciated.

The December report showed that the work had been actively commenced in rural districts, and that deputations from Newry, Guildford, Huddersfield, Nottingham, Derby, Cardiff, Rugby, Birmingham, Southport, and Barrow had visited many towns in their districts. No important results had immediately been obtained, and the information gathered showed the trade to be in an awfully rotten condition in many places, and the position of the men to be the wretched one which their own apathy and indifference had created. The effort was not, however, altogether an ineffectual one. Some new members were obtained to existing branches, and the seed was sown in other towns, which it was anticipated might, in the near future, result in the formation of new branches.

The effort just referred to was considered to be an important factor in the increase of members, which had been 381 during the year, the roll now numbering 6,551. Financially also the year closed in a gratifying manner, the gain on the last six months' operations being £1,065, and the total general fund now standing at £9,326. This is accounted for by an increase from all the sources of revenue, and a considerable diminution in most of the principal items of expenditure. This was especially noteworthy under the heads of out-of-work payments and travelling relief. The general election which had occurred in the autumn was credited with reducing the payments under the last two heads by finding employment for those desiring it. The superannuation fund continued to work satisfactorily, and the balance now was £5,681, but the E.C. had again to remind the members that year by year the income was approaching the expenditure,

and might ere long be inadequate to meet the claims of the members.

The report was signed by Mr. J. Kilburn as president, Mr. Hackett as vice-president, and by new members of the E.C. in the persons of Mr. D. Bird, Mr. W. Gibson, and Mr. T. Heywood.

The seventy-fourth report, June 1886, does not contain any remarkable features, the most striking one, perhaps, being the fact that the funds of the Association had reached five figures, and now stood at £10,033, and that there had been a gain of £150 to the superannuation. On account of the latter fund an investment of £1,000 had been made with the Corporation of Mossley.

Some of the contests in which the E.C. had to support the members were of a peculiar character. At Birmingham an employer wished to introduce a man as compositor and reporter at less than the recognised wages—a poor compliment to literary aspirants. Being interviewed on the subject he promised to send a written reply. Instead of this he discharged three men in his employ, and, as this had to be accepted as his answer, there was no alternative but to close the office. In the same branch a stand had to be made against an attempt to make it compulsory on regular men to work short time. After negotiations the obnoxious proposal was withdrawn, but seven men were discharged. Two of these were afterwards taken on again; but, instead of the other five, four new men were engaged. The chapel and branch thought the discharged men had been victimised, and the E.C., after investigation, confirmed this view and awarded the usual compensation.

At Worcester three papers were amalgamated, and the six apprentices, on two of them, were transferred to the

company in which the papers were merged, on the understanding that the number of apprentices should be reduced to three as their time expired. This arrangement was, unfortunately, not made in writing, and the company not only repudiated it, but on one of the apprentices finishing his time they wished to replace him, and to add two others, making eight in all, on the ground that they had three newspapers besides a jobbing office. As the staff was practically one, and all the work done in one building, this claim could not be allowed, and as it was persisted in, the closing of the office was unavoidable.

During the half-year a number of propositions had been submitted to the members by means of voting papers, but no very radical change was made in the rules. Two or three of the most important may be mentioned. It was decided that, irrespective of the superannuation fund, the funds of the Association must be maintained at a sum equal to £1 per member, by levy if necessary. It was stated that there was no prospect of such a levy being called for, and up to the present day it has happily not been required. In regard to strike pay, where a branch recommendation was necessary, committees were given power to make it, the old rule requiring this to be done by a general meeting. Special provision was made for members sacrificed in efforts to form branches, and the period within which men on strike could claim removal expenses was limited to one month. In regard to unemployed members, it was decided that advances to aid them in going to other towns should, under certain conditions, be paid by the Association, and not treated as loans. It was also agreed to make up the casual earnings of a five-years' member to 12s. per week. On the other hand the old stipulation was reinforced—that members claiming out-of-work benefit must furnish a note from the

F. SUTTON
Leicester

H. WELLS
Derby

W. WESSON
Nottingham

T. TRAHEARN
Worcester

A. WEBB
Gloucester

C. H. GOODING
Hereford

C. PEATON
Shrewsbury

W. BUCKLAND
Birmingham

ALLAN GRANGER
Birmingham

W. S. WALKER
Birmingham

W. SMITH
Walsall

A. PETERS
West Bromwich

J. COOPER
Burton-on-Trent

R. FISHER
Lincoln

C. BROADHEAD
Wolverhampton

F. ALLSOP
Stafford

T. WILLEY
Leamington

J. CLARK
Potteries

father of the chapel where they were last employed, certifying that they left the office from no misconduct of their own.

One of the most important events in the latter half of 1886 was the Conference held in London in October of that year. It was convened on the suggestion of the Scottish Association by their general secretary, Mr. J. Battersby, for the purpose of considering various matters in connection with the trade, in which all sections were interested, in the hope of arriving at a common understanding on many points of importance to the whole. The S.T.A. were represented by three delegates, the London Society of Compositors, the London Pressmen, the London Machinemen, the Leeds Society, the Dublin Society, and the T.A. by three each, Messrs. Hackett, Bird, and Slatter representing the latter. The Paris printers were also represented by M. Giobé. Mr. Battersby was appointed chairman, Mr. Minter (London Compositors), vice-chairman; and Mr. H. Slatter, secretary. A summary of the most important resolutions carried must be given to show the character of the work accomplished. The first was that with a view to furnish fuller opportunities for the employment of society men, it was desirable wherever practicable to admit the entire staff of an office at a nominal entry, regardless of any trade offences which may have been committed in individual cases. This was moved by Mr. Carr (London Compositors) and seconded by Mr. Peacock (London Press), and was carried. A resolution in favour of general missionary work was carried on the suggestion of the chairman, and on a motion by Mr. O'Reilly (Dublin), seconded by Mr. Hackett. Mr. Carr raised the question of the use of stereo columns, and moved that the societies represented should use all possible efforts to prevent the use of such columns unless they were cast from type composed according to the recognised scale. Mr. Eurell (Dublin) seconded the resolution,

which was adopted, with an addition moved by Mr. Slatter and seconded by Mr. Minter, that efforts be made to prevent stereotype being sent from society houses to assist unfair employers. Mr. Rosenbaum (London Machinemen) proposed a resolution in favour of the settlement of trade disputes by arbitration. This was seconded by Mr. Revie (S.T.A.), and adopted, as was also one by the last-named gentleman, seconded by Mr. Smyth (London Machinemen), that machinemen only should be employed to take charge of machines.

The quarrel between the Edinburgh machinemen and the Edinburgh branch of the S.T.A. had been reported on by the Standing Orders Committee, who recommended that it be referred to a court of arbitration, consisting of Messrs. Drummond (London Compositors), Leahy (London Machine), Peacock (London Press), and Slatter. This was agreed to, on the motion of Mr. Revie, seconded by Mr. Bird (T.A.). As the matter does not arise again in the records of the T.A., it may be better to state here that the arbitration was held at Edinburgh, but that the machinemen declined to accept the liberal terms upon which the arbitrators recommended their readmission to the Edinburgh branch of the S.T.A. The question of reciprocity led to a long discussion, and it was unanimously resolved, on the motion of Mr. Currie (S.T.A.), seconded by Mr. Hackett, to recommend to the various organisations represented a policy of reciprocity in paying relief to their respective members. On the motion of Mr. Drummond, seconded by Mr. Slatter, it was resolved to make full inquiry into all applications for admission by non-society men, and if they obtained admission by false representations the admission should be treated as null and void. M. Giobé furnished some very interesting information as to the working of printers' unions in Paris. The Chairman moved, and Mr. O'Reilly (Dublin) seconded, a resolution in favour of amalga-

mation or federation of the various unions represented, and asking these bodies to consider the question and send replies, which should be considered and classified by a committee. It may be at once stated that no such replies were furnished. Mr. Hackett moved, and Mr. Smyth seconded, a resolution strongly denouncing systematic overtime; and Mr. Bird, seconded by Mr. Minter, moved that members should give no assistance in imparting technical instruction to others than properly-bound apprentices to the trade.

On the question of night work on daily newspapers, Mr. Joel (Leeds) moved, and M. Giobé seconded, a resolution that no system of day or night work is equitable which does not guarantee a minimum number of hours' work and payment for standing time. The Conference agreed to the admission of women as members on the same conditions as men, when they are paid the same rate of wages. This was moved by Mr. Drummond and seconded by Mr. O'Reilly. Several less important resolutions were passed, and a committee, consisting of Messrs. Attack (Leeds), Battersby, Leahy, and Slatter, were appointed to give effect to the resolutions of the Conference. The committee was never called together, as the replies asked for were not received.

The financial position of the T.A. at the close of 1886 was a sound one. The funds had increased by £929, of which £118 belonged to the superannuation fund. The total of the general fund stood at £10,844, and the superannuation fund at £6,130.

The missionary work had been actively carried forward. The next important campaign was one in the West, where the Bristol and Bath secretaries had visited the principal towns in Somersetshire, Devonshire, and Wiltshire. By

these and other means the number of members had during the year been increased by 508, the total now being 7,059.

The contests in which the E.C. were compelled to intervene and support the members were not so numerous as in some other periods, the two principal ones being at Nottingham and Wolverhampton. In the former case the cause was an effort to get the men on the *Journal* brought up to the not very high standard of the other two papers in the town. The effort was a failure, but the *Journal* did not have a long career of prosperity at the low rate the paper was produced. At Wolverhampton a manager, notorious for his long association with non-society papers, was entrusted with the conduct of an evening paper, and soon manifested the traits which might be expected from one of his training. He speedily made radical changes in the editorial department, and, turning to the compositors, intimated that he intended to replace them by non-society men. This he soon carried into effect, and all attempts to influence him in a contrary direction, or to get the directors of the company to intervene in the matter, failed. The manager said he intended to work the office with eight men and fourteen boys. It will be readily understood that no members were included in the eight "men," and that under the circumstances those discharged declined the tempting offers to leave the society, and that they were granted the protection provided by the Association rules.

Mr. R. Hackett signs this report as president, Mr. D. Bird as vice-president, and the new members of the E.C. were Mr. J. Briggs, Mr. J. B. Jourdan, Mr. J. D. Nicholson, Mr. P. Rhodes, Mr. J. Sanderson, and Mr. O. Waddington.

In June 1887, the E.C. had to congratulate the members on a happy immunity from any serious difficulty with

employers, and a consequent and natural increase in the funds, which had benefited to the extent of £943, while the superannuation fund had also improved by the sum of £128. As a set-off to this satisfactory financial record, the E.C. had to call attention to the fact that one of their investments did not appear of a very secure character. This was one with the Greenock Dock and Harbour Board, which had been taken over from the Associated Blacksmiths of Scotland when they were pressed for cash. The sum invested was £1,500, and on this interest at the rate of four per cent was to be paid. The dividend due on the last half-year had not been paid, and the position of the Board was very uncertain. Many trade unions (including the S.T.A.), friendly societies, and other working-class organisations, were investors with the Board, and a committee of investigation was appointed. Their report would probably lead to a reconstruction of the company, and this therefore gave hopes of the ultimate safety of the capital. The difficulty was said to be caused by the great depression in trade on the Clyde, and the fact that the new docks were idle as the result.

During the half-year the frequently-recurring question of the removal of the seat of government was again before the members. The chief reason put forward for such a change was that the Manchester Branch was not capable of appointing men to consider questions affecting piecework, as they had no experience of the working of such a system. It was overlooked then, as it often is yet, that though the E.C. was elected by Manchester, it was by no means entirely composed of natives of that city, but included men who had experience in all parts of the country. Indeed at the time the vote was taken, not more than two (I think only one) were natives of Cottonopolis. At any rate the members were not convinced of the necessity for the removal of the E.C., and rejected

the proposal by 2,159 to 853. That Manchester was not anxious to retain the honour of being the managing branch was proved by the fact that the members there gave a slight majority in favour of removal.

The closing half of the year was not one presenting any points upon which lengthened comments or remarks are needed. Members and funds had both increased, the former by 439 on the year (total 7,498), and the latter by £1,141 (total £1[illegible],929). The expenditure on superannuation continued to show its natural increase, but there still remained a gain on the half-year's work of £99. The propagandist work was persevered with, and the Birmingham and Walsall branches rendered valuable assistance by visits to Coventry and Lichfield.

There were no special features in the cases which called for the consideration of the E.C. in reference to disputes. The most important one was at Hereford, where they felt it their duty, after ineffectual efforts at a settlement, to support the branch in resisting an attempt to enforce a reduction of piece prices in one of the news offices.

Mr. D. Bird was president this year, Mr. Richard Iveson vice-president, and new members of the E.C. were Messrs. W. Beswick and Thomas Lythgoe.

The year 1888 was not marked by any striking developments, the energies of the E.C. being chiefly directed to the maintenance of the principles of the Association and supporting the interests of its members. In the first half of the year there was a gain to the general fund of £563, and to the superannuation account of £94. The E.C. had continued the policy of investing only with corporate bodies, and avoiding everything of a speculative character. They had, in accord-

ance with this policy, made investments with Burnley and Manchester, though they were compelled to accept the lower rate of interest which was now general in such cases. The loan with the Greenock Dock and Harbour Board was now considered more secure, though the rate of interest would be much lower, and would depend upon the successful working of the undertaking. The company had been reconstructed, an Act of Parliament having been passed to clear existing liabilities, and determine the rate of interest to be paid to bondholders who had preferential claims. A new board of management was appointed, and it was anticipated that economical management would secure the successful working of the concern.

The concluding portion of the year was even more successful than the earlier portion. Three new branches were announced—Isle of Man, Stockport, and Wexford, and the total number of members had been increased to 7,741, while the funds had been augmented by £609, and now stood at £14,012. The superannuation fund had also gained £227, the total showing £6,680.

Some of the difficulties the E.C. had to deal with were of an unusual character. At Bolton the machine question came to the front in a peculiar manner. A composing machine, invented by the proprietor of The Law Printing Company's office, was used in his office, principally for legal work. No objection was or could be offered to this, so long as the work was done by the journeymen or ordinary apprentices; but when the latter, under the various names of "improver" or "turnover," were increased to seven, and two journeymen were given notice, it was impossible to countenance such a state of things, and as the proprietor, on being interviewed, declared he would have as many boys as he

chose, as they were necessary to work the machines, there was clearly no course open but to withdraw the remaining men, and declare the office closed.

At Burnley a vigorous effort was made to place the members in a better position by requesting an advance to the reasonable rate of 30s. per week, with an equivalent piece scale. This was at once conceded by several employers, but it was refused by the newspapers—the *Express* and *Gazette*—and by one of the largest jobbing firms. The E.C. felt it their duty to support the men in the latter offices in the determination to be placed on an equality with those to whom the advance was conceded, and the men were withdrawn from the offices where it was refused.

Mr. Richard Iveson was this year the president, and Mr. Charles Browne vice-president.

Like the previous year, 1889 was a period of comparative tranquility to the Association. Trade had considerably improved, but not to anything like the same extent as in other industries, and the E.C. were forced to the conclusion that we were still overstocked with men, and that it was imperative to endeavour to prevent the extension of this surplus by enforcing the limitation of apprentices. They had good reason to complain that other organisations in the printing trade were not fully alive to their responsibilities in this matter.

West Bromwich, hitherto a section of Walsall, was now a separate branch; but, on the other hand, Warrington had been struck off owing to the reduced number of members. Propagandist work had been actively engaged in by the Bristol, Leicester, and Nottingham branches in their various districts, and with prospects of useful results. What is now

known as the "fair contract" question was beginning to influence our members, and the E.C. reported that the efforts made to induce public bodies to give their work only to fair houses had been attended with considerable success. The E.C. urged a continuance of strenuous efforts in this direction as of the first importance to the interests of the trade.

The finances of the half-year were very gratifying. The total of the general fund stood at £15,272—a gain of £1,169; while the superannuation fund stood at £6,805—an increase of £125.

The next half-year shows equally encouraging financial results—a total general fund of £16,613, and a superannuation fund of £7,188. This was an increase to the latter on the half-year of £383, and was to a large extent attributable to the extra halfpenny paid out of the contributions to the general fund, and it was anticipated that this would be sufficient to meet the claims of superannuated members for some time to come.

The E.C. had to defend the interests of the members in a rather novel case which arose in the Cheltenham section of the Gloucester Branch. In an evening paper office a number of irregularities existed in the giving out of copy—apprentices being supplied with all the "fat" matter, and kept at work while the men (on piece) were idle. All efforts to secure better treatment failed. The overseer was hostile to the men, and the manager refused to discuss the affairs of the company with the A.S., who had an interview with him. The men therefore sent a written statement of their grievances, with the result that two of them received notice, and one of these, with another member were summarily discharged because they refused to carry formes to the cellar without payment, while

"stab" men were standing idle. These two took action in the County Court for wages in lieu of notice, but failed, the judge ruling that as they had for some time carried the formes they had established it as a custom in that office, whatever might be the practice elsewhere. The office was closed, as the conditions of labour were intolerable.

Mr. Charles Browne was this year the president, Mr. Peter Rhodes the vice-president, and Mr. S. Delves appears in the list of members of the E.C.

Quite a jubilant tone characterises the reports for 1891. The number of members had considerably increased, the funds had been largely augmented, and in many branches the members had obtained advances in wages or other improvements in their position. In the first half there was a gain on the general fund of £1,087, and on the superannuation fund of £454.

In reference to the question of public contracts, the E.C. record the fact that many public bodies had passed resolutions that their work should only be given to such employers as paid the standard rate of wages to their workpeople. The E.C. state "No trade has benefited more by this action than our own, and we have had remarkable instances in the past half-year of employers, who for years have declined to recognise the Association, seeking to be enrolled on its list." The E.C. add that there was yet a wide field for effort in this direction.

The next half-yearly report (December) gives a very gratifying record of the half-year's transactions, and contains a list of no fewer than twenty-three branches which had secured advances in wages, piece prices, overtime, or reduction in working hours. In some cases two or more of these improvements had been simultaneously obtained. In Birmingham

the advance had been secured on the arbitration of the county court judge. He made it a condition of granting it that the Birmingham branch should make an effort to improve the condition of neighbouring towns. This they did very effectively.

At the close of the year the number of members stood at 9,016. The general fund was worth £17,572, and the superannuation fund £7,873.

An event of some interest took place in August of this year. Mr. H. Slatter, having completed twenty-one years' service as secretary of the Association, was presented with a handsome gold watch and a pocket book containing a cheque for £125. Mrs. Slatter at the same time was the recipient of an elegant timepiece and ornaments. The presentation was made at the Clarence Hotel, Piccadilly, Manchester, by the President of the Association, in the presence of a large number of representatives of various branches, and personal friends of Mr. Slatter, including Mr. H. Broadhurst, M.P.

Mr. Peter Rhodes was this year president, and Mr. Richard Hackett vice-president.

The most important event in the closing half of the year 1891 was the holding of a delegate meeting in Manchester, in the month of September. No revolutionary changes were made or even proposed, but several resolutions were adopted which it was anticipated would have an important bearing on the future working of the Association. The most considerable modifications made were in the rules regarding the superannuation fund. Five grades were now established. The first, that of a 40 years' member, was fixed at 10s. per week; the second and third corresponded with what had been hitherto first and second; and the fourth with what had been the

third. The fifth grade was for members who, not having reached the age of 60, were, from blindness, paralysis, or other causes, permanently disabled from work. The membership qualification and payments in this grade would be in accordance with those of the second. To meet the additional outlay required for these increased benefits the subscription was raised to fivepence halfpenny per week, twopence of which was to be set apart for superannuation.

The delegates decided against the establishment of a sick fund or the payment of funeral allowance for members' wives. They were also opposed to any relaxation of the apprentice rule, though the subject led to a very interesting discussion. An attempt to alter the rule relating to the seat of government failed, as no acceptable proposition on the subject was submitted. On the positive side, the meeting decided in favour of the appointment of organisers, and the E.C. were instructed to do this for a limited period by selecting members who might be recommended by the leading branches for the work.

The delegates agreed to attach a salary of £5 to the office of vice-president, to fix the fee for attendance at E.C. meetings at 2s., and to advance the salary of the A.S. to £200 per annum. An important report on the subject of news piecework and composing machines was presented to and accepted by the delegates. In regard to the first it laid down the usual rules essential for the fair working of the piece system, and on the second it required that composing machines should be worked by journeymen or duly bound apprentices; that compositors should not be compelled to go on piecework on such machines till they could command at least the "stab" wages of the branch; that the hours worked either at day or night should not exceed 48; and that no system of bonus

payments be recognised. Some other minor stipulations were added.

The delegate meeting having decided that the machine-men in the trade should have a special conference to discuss the matters more immediately affecting their section, the meeting was held in Manchester in November, and was attended by twenty-one delegates from different branches, by Mr. Leahy, of the London Machine Minders; Mr. D. H. Drummond, of Glasgow; Mr. R. Macfarlane, of the S.T.A.; and the officers and members of the E.C. The meeting dealt with a large variety of questions, some of which had afterwards to be submitted to a vote of the members, and others were instructions to the E.C. in dealing with machine questions. Most of the resolutions were accepted by the members, and were afterwards incorporated in the rules.

The E.C. had the gratification of congratulating the members on a successful half-year. The number of members had reached the long-desired five figures, and now stood at 10,262. Of these 8,251 ranked as fully employed, while those under the head casual included those to whom that term is usually applied, as well as apprentices, superannuated, and honorary members. The income had also been very satisfactory, as notwithstanding the cost of the delegate meeting and the machine conference, the general fund had increased by £1,409, and now totalled £21,696, the superannuation fund at the same time standing at £8,753—a gain of £424.

Mr. R. Hackett was president during the year, and Mr. Joseph Humphreys vice-president.

The report for June, 1892, is chiefly remarkable as recording a time of peace and prosperity, in which few disputes had occurred, and the funds had consequently greatly im-

proved. The few cases in which the resources of the Association were called upon were in support of the apprentice rule, or in defending members against tyrannical conduct on the part of employers. The total of the general fund was £23,557—a gain of £1,860, while the superannuation fund showed £9,610, an improvement of £856. The combined capital of the two funds was £33,167.

The closing months of the year were not characterised by the same calm as the earlier ones, and a serious conflict occurred at Darlington. The state of affairs at the *North Star* office had long been unsatisfactory, and all efforts to secure an improvement were ineffectual. The crisis was reached when the men had the alternative presented them of leaving the office or working under such conditions as the manager and his overseer chose to impose. These included the introduction of non-society men and other objectionable innovations, which the men declined to submit to, and were supported in their refusal by the branch and the E.C.

The missionary work which the E.C. were instructed to carry on had been inaugurated by the appointment of Mr. H. Skinner, of Hull, who had visited several towns in Yorkshire, Lincolnshire, and the eastern counties. In the north, the Newcastle branch had appointed their assistant secretary, Mr. R. Wilson, who had devoted a month to visiting towns in Northumberland and Durham. Mr. G. B. Beveridge, who was subsequently appointed as organiser by the E.C., was about to enter upon the work on a more extensive scale.

Two new branches—Keighley and Colchester—had been opened, and the number of members had considerably increased, now reaching 11,313. The financial record was equally good, the general fund showing a capital of £25,325

and the superannuation fund £10,499—a combined gain on the two funds of £2,657.

Mr. Joseph Humphreys was at this time president, and Mr. J. D. Nicholson vice-president.

The E.C. had to adopt a less jubilant tone in their report for June, 1893, though there was still nothing of a very discouraging nature to bring before the Association. There had been a small addition to the number of members, and the funds had been considerably augmented. There were dark clouds on the horizon which betokened a coming storm, and there was the strongest necessity to be prepared to weather it. Principally to afford a full opportunity of acquiring experience, and of securing a discussion on the grave question of machine composition, the members had decided on holding a special delegate meeting, and this had been fixed for Sheffield in the following December. The E.C. called attention to the fact that many branches had prepared alterations in rules which would involve a largely-increased expenditure, but only one had thought it necessary to provide any additional income, and that was only a halfpenny per week, making the total sixpence per member.

The organisers had been actively engaged, Mr. Skinner in the west, south-west, and south, with the result that branches had been formed at Portsmouth and Southampton, and another revival was anticipated at Brighton. Mr. Beveridge had applied himself to the northern counties, and had secured a considerable accession of members. By these and other means the roll had been increased to 11,660, and the general fund to £25,841 (gain £515), and the superannuation fund to £11,217 (gain £718); the combined fund showing assets amounting to £37,059.

The most important event in the year 1893 was the delegate meeting held in December of that year in Sheffield. Among the subjects discussed at that interesting gathering the three which stood out most prominently, and occupied the greatest share of attention, were the proposals to establish a representative council, the permanent appointment of organisers, and the method of dealing with the various composing machines then at work. With regard to the first, there was a strongly-expressed opinion that the growth and expansion of the Association required that a scheme should be devised by which the members should have a more direct share in the management of its affairs, and be therefore induced to take a more lively interest in its work. This view was supported by the report of an influential committee to which the subject was referred, and the scheme which is substantially the same as that now embodied in the T.A. rules was adopted. Whether it thoroughly realises the democratic idea which its promoters had in view is perhaps not yet clearly established. Through their representatives on the R.C. the members have undoubtedly more control on many matters, but it is equally certain that in other respects they have less direct influence than under the old plan. Perfection is not claimed for the present system, and experience may point out the changes essential to its successful working.

Upon the question of the appointment of organisers there was not much difference of opinion, and it was resolved to appoint Messrs. Beveridge and Skinner, and to ask the Irish branches to nominate a suitable member for the office, who should enter upon his work in the following year. These appointments were not intended to interfere with the work which branches could themselves undertake in this matter.

The composing machine question was the most pressing and burning one that was considered by the meeting. On the in-

J. H. CHANTREY
Northampton

A. E. WOOD
Plymouth

H. WILLIAMSON
Portsmouth

F. W. H. GREEN
Tunbridge Wells

W. A. SMITH
Brighton

F. F. MITCHELL
Tunbridge Wells

W. A. HOLLIS
Reading

S. BURGE
Bath

H. SKINNER
Southern
Organiser

G. F. JONES
Bristol

F. H. KELSON
Frome

J. CLARK
Aylesbury

F. C. LEAL
Guildford

A. FISHER
Hertford

E. KING
Oxford

W. WHITE
Oxford

W. KING
Oxford

vitation of the E.C., Messrs. Bowerman (London), Templeton (Glasgow), and Robertson (Leeds), were present, both to give and receive information. Full reports and correspondence were laid before the meeting in regard to the three chief machines in operation. These were, in the order of their introduction—the Hattersley, Thorne, and Linotype, but the manner in which the latter was being more extensively used than its competitors, caused the discussion to revolve round that more than the others. Here, again, a committee of delegates who were acquainted with the working of the three machines named was appointed to consider and report, and on its recommendation, maximum and minimum rates for each class of machine were agreed upon. These, for some time, served as a standard to guide the E.C. and the branches in dealing with the question, but it has not been found possible to rigidly adhere to it in many cases, and modifications have continually been made, as circumstances called for them.

Among the comparatively minor matters decided upon by the meeting was an allowance to branch secretaries on a sliding scale proportionate to the number of members, commencing at £1 10s. for 25, to a maximum of £10 for 1,000 and over. The salary of the treasurer was increased to £30, and that of the auditors to £9, divisible among the three.

The general work of the Association during the half-year was satisfactory. The number of members had increased by 367, reaching a total of 12,027, and at the same time the general fund had been increased to £25,924 (gain, £82), and the superannuation fund to £11,825 (gain, £607), the combined fund standing at £37,749. No dispute of any magnitude occurred, and the E.C. were thus enabled to show their sympathy with less fortunate trades by making a grant of £250 to the miners then engaged in a severe struggle with the coal-owners.

Mr. Hackett was the president for the year, and Mr. Oliver the vice-president.

Several new names appear on the E.C., viz., Messrs. T. R. Cross, F. Griffiths, G. S. Horsfall, T. Kelly, and O. Waddington.

The report for June, 1894, was not an inspiring or encouraging one. Trade was bad, and a large expenditure had been incurred in relieving unemployed members. This was to some extent attributable to the more extended use of composing machines. Apart from the temporary displacement of labour from this cause the E.C. did not view the future of the machine question with any undue amount of apprehension, but they urged the careful application of some of the conditions laid down at Sheffield, and requested the earliest and fullest information respecting the introduction of machines into any branch.

The E.C. called attention to the number of cases in which religious and philanthropic bodies encouraged sweating in order to obtain "cheap" labour, and the E.C., in conjunction with the London Society of Compositors, were taking measures to expose all such cases as came under their notice, and influence the bodies referred to, in order that they might discontinue the objectionable practice, and give their work only to fair houses.

The E.C. reported negotiations with Leeds, with the result that the society there would be enrolled as a branch from the commencement of 1895. The proposal agreed upon provided for a capitation payment by the Leeds members, based on a valuation of the funds of the T.A.

The number of members at the close of the half-year was 12,417, an increase of 390, but the general fund had been

reduced by £627. This had arisen from a very heavy expenditure on out-of-work payments, and by the large number of cases in which the E.C. had to support members in maintaining their rights, and upholding the principles of the Association. The two most notable instances of this kind were at Redhill, where an attempt was made to enforce a reduction of one farthing per 1,000, and to refuse payment for overtime. The other was at Wrexham, where a non-member was engaged at less than the proper rate, and two members discharged. The proprietor also intended to follow this up by gradually superseding the members in the same way. There was clear evidence of this, and there was consequently no alternative but to close the office.

In contrast to the state of the general fund, the superannuation fund had increased by £997, and now stood at £12,823.

The next half-year was one of considerable interest in the working of the Association, as the operations included the first meeting of the R.C. Much of the time of that assembly was taken up by the consideration of the action of the Linotype Company in advertising for young men unconnected with the trade to learn the manipulation of the machines, and offering most tempting and fallacious inducements. The reply which the E.C. had published by advertisement was heartily approved by the R.C., and they were authorised to take any further action in the matter which they might think necessary. Several slight modifications in the rules regarding the working of composing machines were agreed to. Mr. Bowerman, of the London Compositors, was present at the meeting, but his society did not think it necessary that the T.A. should be represented on the deputation which the London Society were about to send to the Linotype Company.

Mr. Hugh McManus was appointed by the R.C. as the organiser for Ireland, and the E.C. were empowered to provide such assistance as might be required by the A.S., and were instructed to report to the next R.C. meeting on the appointment of an assistant secretary.

The R.C. adopted a resolution in favour of a temporary extension of the out-of-work benefits, and this the members, by vote, agreed to. By this out-of-work members were entitled to four weeks extra payment from October, 1894, to March, 1895, and to another similar extension from April 1st to September 30th in the same year. Travelling members were entitled to an equivalent amount in each of the two half-years.

The E.C. were authorised to call for a levy each half-year sufficient to meet the additional expenditure. The sum fixed was three-halfpence per week, and this was continued during the period the extended benefits were allowed.

The membership of the Association in December, 1894, stood at 12,544, and the general fund at £25,210—a deficiency on the half-year of £86, not a great one considering the additional expense incurred in the R.C. meeting, the Linotype advertisements, and the cost of printing new rules. The superannuation fund was still increasing, and now stood at £13,830, a gain of £1,007. The E.C. (the first one elected by the R.C.) comprised Mr. R. Hackett (president), Mr. Thomas Oliver (vice-president), Messrs. C. Browne, T. R. Cross, F. Griffiths, G. S. Horsfall, J. Kilburn, Thomas Lythgoe, J. D. Nicholson, P. Rhodes, and O. Waddington.

In 1895 the E.C. had to repeat the "old, old story" of the large number of unemployed members. A small portion of the amount of casual labour had been absorbed in the

preparations for a general election, but this afforded only a temporary relief, and how to deal with the problem of providing for the unemployed members would, said the E.C., "form an important feature in defining the future policy of the Association." The introduction and development of composing machinery had unquestionably led to the displacement of many members, though the exact extent of that displacement was possibly less than was generally supposed; but some of the most important centres had been seriously affected. The E.C. considered the question the most urgent one that would be brought before the next meeting of the R.C., to which they would furnish the fullest information possible.

The statement of strike payments disclosed the fact that no aggressive movement had been made by the Association, and that in every case where conflicts with employers had taken place the latter had been the aggressors. The one at Stockport was the most important of these. There a firm wished to use columns of type set by women and girls at an unfair office in Manchester in a newspaper at Stockport, on which members were employed. Every attempt was made to dissuade them from this course, but without success; and as it was impossible to tolerate the continuance of such a state of things the men were withdrawn and the office closed. Resistance to the imposition of task work, refusal by young journeymen to accept less than the standard rate of wages, by others to pay for spoiled work, and by a member for maintaining the right to a fortnight's notice were the cause of other difficulties which the E.C. had to deal with, and to support the rules of the T.A. and the interests of its members.

The membership showed one of the largest increases ever recorded—834; the total now being 13,378. The

financial record was also more reassuring, the total standing at £25,690—a gain of £479. The superannuation had likewise a large gain—£1,722; total, £15,552. The accession of Leeds had been a large factor in these augmentations.

In the latter half of the year the second meeting of the R.C. was held, and that body had many subjects before them of great interest to the well-being and prosperity of the Association. That "the poor we have always with us" is an unquestioned statement, and it is equally certain that the time when we shall have no unemployed members is still very remote. The E.C. had this brought home to them very vividly, and tried to minimise the difficulty by arranging a graduated scale of benefits according to length of membership, the object being to treat with more consideration those members who had contributed to the funds for a period of years, but who were ineligible to or did not desire to claim the superannuation allowance. In preference to meeting the increased expenditure entailed by the amendment by the continuance of a levy, it was resolved (and this was afterwards confirmed by a vote of the members) to increase the subscription by a halfpenny per week. Mr. P. Thompson, one of the auditors, submitted a scheme defining the proportion of the subscriptions from each class of members which should be set apart to the superannuation fund, and this was accepted by the R.C.

The composing machine question led to a most interesting discussion, in which Messrs. Bowerman (London), Templeton (S.T.A.), and Collins (Dublin) took part. Some slight differences of opinion were manifested, but no great changes were proposed, though many useful suggestions were made to the E.C. in regard to their treatment of the question. These they

acknowledged in their report, and expressed confidence that the difficulties which surrounded the question would be successfully overcome. The organisers were not reappointed by the R.C., but it was resolved that Mr. McManus be retained in that capacity in Ireland for a further period of twelve months. It was agreed to appoint an assistant secretary, who should, as far as possible, assist in that work under the direction of the E.C.

The members had increased during the half-year to 13,593, but the general fund had been reduced by £261. This was more than counterbalanced by an increase of £1,215 to the superannuation fund. Mr. R. Hackett was still the president, Mr. Thomas Oliver, vice-president, and Mr. H. Matthewman appears for the first time in the list of the E.C.

The year 1896 opened in rather a gloomy manner for the Association, and the operations of the first half resulted in a greatly increased expenditure, chiefly on out-of-work, mileage, and strike payments. The increase in the two former resulted from the extended benefits now paid, which were not fully met by the increased subscription. In the latter case two serious conflicts at Blackpool and Manchester raised the cost under that head to an unusual height. At Blackpool, while the men in almost every other trade were getting advances in wages and other improvements, our members desired to share in these advantages, and put themselves on an equal footing with their brethren in other towns. They were met by the majority of the employers in anything but a straightforward manner, and for some time could not get them together to discuss the matter, and when such a meeting was held, the offers made by the employers were quite unacceptable, and recourse was had to extreme measures, without any considerable success, until the fair contract clause of the Town Council produced the desired beneficial result.

At Manchester, the branch made a vigorous effort to establish the 48 hours as a rule for the week's work. Several of the best firms at once replied favourably; but there were many others who failed to do so, and a serious conflict seemed inevitable, when negotiations resulted in a compromise, by which 50 hours were determined upon as the maximum. Even this was not accomplished without the loss of some offices, where the employers stubbornly refused any reduction of hours.

The Linotype question came up in the case of a member at Rochdale, who, after serving the tuitionary period on a machine, was refused the "stab" rate for such work. He was supported in his refusal, and compensated for the loss of his situation. This was the only conflict reported in connection with the machines, but the E.C. pointed out to the members the necessity of continued watchfulness in order to protect the interests of the Association.

The financial record of the Association, as shown in the stock account, stated that the general fund amounted to £24,222, and that specially set apart for superannuation to £17,682.

The E.C. were enabled to report a much brighter aspect of affairs in December, when they stated that "the general trade of the country has experienced a most beneficial change, and the printing trade may be said to have participated in the improvement." They had, however, still to complain of the continuance of the unhappy congestion of labour in some of the large centres. This was again one of the most important matters debated at the R.C. meeting held this autumn, and as a temporary measure of relief it was decided to ask the members to pay a levy of a penny per week each for twelve months. This was agreed to, and the E.C. having the distribution of the fund so raised left to their discretion, decided

to add an additional week's allowance on out-of-work account in each of the first two quarters of the next year (1897), when the condition of the fund would determine what further extension could be made.

In reference to the other business of the R.C., it should be stated that it was decided to reappoint the organisers—Mr. Skinner for the south and west of England and Wales, and Mr. McManus for Ireland. Mr. R. Hackett was elected Assistant Secretary, at a salary of £120 per annum. The Linotype question naturally occupied a large share of the time and attention of the members of the R.C., who had the assistance in their deliberations of Mr. C. Bowerman and Mr. Sanders (London), and Messrs. Templeton and White (S.T.A.). No important alteration was made in reference to the rules in operation; and the announcement of the E.C. that they had held a conference with the committee of the Linotype Users' Association, and that proposals and counter-proposals were still under consideration, with the view of forming a basis upon which the whole business may be submitted to the judgment of the members, was the only specific reference made to the subject in the half-yearly report.

The roll of members at the close of the year stood at 13,906, an increase on the previous half-year of 233. The financial record was by no means so satisfactory, as the general fund had been reduced from £23,222 to £22,327. The superannuation fund had made a substantial gain, and now stood at £18,462.

On the appointment of Mr. Hackett to the office of assistant secretary, Mr. Peter Rhodes succeeded him as president, and Mr. H. Henshall filled the vacancy thus created on the E.C.

In their ninety-sixth report (June, 1897) the E.C. are able to state that their duty in issuing it is rendered more easy and agreeable from the fact that it contains many gratifying and encouraging features. These were the improved conditions of employment, which had resulted in a diminution in the number of unemployed members, and in brighter prospects for them for the future.

The Linotype question occupied a large share of the time and attention of the E.C. It presented itself in two aspects—first in a conference between the E.C. and the Linotype Users' Association, and secondly in the Swansea branch, where an attempt was made to work the machines under conditions, as to hours and wages, which were of a most objectionable character. The conflict was a prolonged and expensive one, but the E.C. said the spirit shown by the members could not be too highly commended, and they felt it to be their duty to make the branch a special grant to enable them to support a stand for principles which they regarded as of vital importance. The Conference with the Linotype Users' Association was held in Manchester in February, under the presidency of Mr. Lascelles Carr, with Mr. Rhodes, president of the Association, as his vice-president. The chief topics for discussion were those which have recently occupied the attention of the members—the rates for piece and "stab" work, the hours of operators, and the employment of apprentices on the machines. The Linotype Users were anxious to establish a uniform rate for working the machines, but this could not be agreed to, nor was unanimity possible on any of the other points; and the only conclusion come to was that each party would lay the views expressed before their respective constituents. The E.C. carried out their part of this engagement by holding a special meeting of the R.C. in May, when the various proposals submitted were

discussed at considerable length. The conclusions arrived at were submitted to the committee of the Users' Association, and a further conference was suggested, but that had not, at the time of issuing the report, been arranged.

There was no important change in the numerical strength of the Association up to this time, but there had been a small gain on the financial operations of the half-year—£130, and the superannuation fund had improved by £718.

The report of work in the concluding half of the year was still more satisfactory than that recorded in the past half. The roll of members had been increased by 543—making the total 14,405, but the most pleasing feature of this increase was that 443 of the new members were fully employed, and only 19 were casuals. The state of the funds was equally satisfactory, the general account showing an improvement of £1,478, which was largely due to the surplus from the levy on behalf of the unemployed. The superannuation fund had also been augmented by £624. The position of this fund formed one of the chief subjects of discussion at the annual R.C. meeting. Though the fund had not only met the strains upon it, but added substantial sums to the reserve each year, some members had a feeling of insecurity as to the certainty of its continuing to do so; and an endeavour to satisfy their scruples was made by the adoption of a resolution that the reserve fund should not be allowed to fall below £20,000, but should be sustained at that sum as a minimum by a levy, when necessary. Happily, the occasion has not arisen for such a levy to be asked for, nor is there any present appearance that it will be required. The E.C. had to state that the absorbing Linotype question had again occupied a large portion of their time, but the Users had not yet signified their acceptance of the offer to hold a second conference, and,

therefore, no progress had been made in the matter. This and other questions of great importance would supply ample material for thought and deliberation, prior to the quinquennial meeting in the following autumn. At the R.C. meeting, Mr. H. Slatter announced that, in consequence of advancing age and failing health, he intended to retire from the office of secretary at the close of the year, and it was decided to grant him a retiring allowance of £100 per year.

The E.C. had satisfaction in reporting that the movement for a reduction of hours had been actively entered upon by several branches, and that though the reductions asked for had almost invariably to be modified, the progress made had confirmed the wisdom of conducting movements of this description in a spirit of conciliation.

The R.C. recommended a levy of threepence per week in aid of the locked-out men in connection with the Engineers' struggle. This was agreed to on a vote by the members. The E.C. were also authorised to make a loan to the A.S.E., and the sum of £5,000 was so lent.

Mr. C. Browne was at this time president, Mr. O. Waddington, vice-president, and Mr. R. W. Watters and Mr. T. Kelly appear among the members of the E.C.

The report for June, 1898, bears the signatures of Mr. R. Hackett as secretary, and Mr. A. W. Jones, of Nottingham, as assistant-secretary, both these gentleman having been elected to their respective offices by a vote of the R.C. The president, vice-president, and other officers of the E.C. remained as in last report.

In reference to the suggested conference with the committee of the Linotype Users' Association and the E.C., the former had proposed that such a meeting should be held on

certain lines. These the E.C. preferred to leave for the consideration of the delegate meeting, to whom a full report on the subject would be presented.

The subject of a National Federation of Trade Unions had been before the last two annual Trade Congresses, and at Birmingham a special committee had been appointed to prepare a scheme, which was submitted to the Bristol Congress in September; but the disastrous fire prevented a full discussion of it, and it was left over for a special congress in Manchester. This scheme was called for convenience the "official scheme," but there were half a dozen others which had zealous advocates, and in order to give full consideration to all these, as well as the official one, the E.C. referred them all to a special committee. This committee found some of the schemes inadequate, and others so surrounded with what appeared insurmountable difficulties, that they could not recommend the members to adopt any of them, but preferred the plan of the alliance of kindred trades. This had been found to work well in other industries, notably in those connected with iron and shipbuilding, and in a smaller degree in the printing and related trades. The federation of these under the title of the Printing and Kindred Trades was one with which the Association had been connected for several years, and it had been on many occasions found a valuable organisation, and was one that if extended and developed might prove of great practical utility.

No very serious conflict with employers occurred during this half-year, but a case of victimisation at Belfast deserves special mention. Mr. E. Oldham, the much respected treasurer of the branch, received a fortnight's notice, without any reason being assigned for his dismissal. No other cause could be conjectured than that his zeal for the

interests of his fellow-men had made him an objectionable person, and this was the conclusion the branch and the E.C. arrived at. In several of the spending departments there had been an increased outlay, and the balance to the credit of the general fund, which now stood at £23,802, showed a loss of £434. The superannuation fund, on the contrary, had increased by £722, and now stood at £20,528.

This report contained the balance sheet showing the receipts from the levy in connection with the Engineers' lock-out. The total sum realised was £2,874 4s. 11d., and among the disbursements were £1,820 to the A.S.E., £150 to the Steam Engine Workers, £100 to the United Machine Workers, £100 to the Parliamentary Committee for distribution by the various trades, and £65 to minor trades affected by the dispute. Complaints were made by some persons that the men engaged in the struggle were not properly supported by the other trade unions of the country. There may have been some grounds for the charge, but it certainly does not apply to the members of the T.A., as they occupied a highly honourable position in connection with the great struggle.

The most important item in the record of the year 1898 was the delegate meeting held in Liverpool in September. The proceedings of this body must be so fresh in the recollection of members as to render any extensive reference or comment unnecessary. Perhaps the most satisfactory feature was the decision to try and meet the liabilities and responsibilities of the Association by a small increase of the subscription—making it sevenpence per week—a sum far below that which many societies of smaller pretensions than ours willingly pay. It was also a gratifying supplement to the proceedings of the meeting that the members of the

smaller branches, to whom it was feared the increase would prove unpalatable, cheerfully recognise the fact that if they want good work they must be prepared to pay for it, and that they readily voted the small increased subscription asked from them.

The delegate meeting emphatically declined to abolish the R.C., but adopted several improvements in its constitution, which experience had proved to be desirable. The same course was taken with regard to the out-of-work rules.

As was naturally to be expected, the question of trades federation, which was then, as it is now, a prominent topic in the labour world, led to an interesting discussion, in which the scheme of a federation of allied trades as a preliminary to a more extended organisation of the kind was approved. The E.C. in their report reiterate their views upon the point, and explain how ineffective the "official scheme" would be in aiding our members in any difficulty that might arise.

The E.C. report that the delegate meeting gave them plenary power to negotiate with the Executive of the Linotype Users' Association, and that a conference had been held, and an agreement come to between them (the E.C.) and the Users. As the agreement had been subjected to much criticism, and might have to be referred to another tribunal for judgment, they refrained from explanation or comment.

The close of the year showed a roll of 15,075, an increase of 473 on the last return. The finances were satisfactory, for though the general fund showed a deficit of £84, it must be remembered that the expenses of the delegate meeting had been defrayed. The superannuation fund had gained £702, and now stood at £21,230; the combined fund was now £44,648—an improvement of £618 on the half-year.

Mr. O. Waddington was at this time president of the Association, and Mr. H. Matthewman vice-president.

The report for the half-year which completes the fiftieth year of the Association's operations is.like many of its predecessors, a gratifying record of safe and steady progress ; but it was by no means a time of ease for the E.C. and its officers. Numerous difficulties arose in various branches, which called for the exercise of the power of the Association in supporting the rights of its members, or securing an improvement in their position when the justice of the case and the opportuneness of the time for such movements were considered satisfactory. Many branches are reported as having received advances in wages or reduction in hours, and in some cases both advantages were combined. These were generally obtained without any serious friction with employers.

The number of members at the close of the half-year had been increased to 15,393, a gain on the half-year of 318. Financially the Association had an equally good record, as despite heavy but unavoidable expenditure in strike payments, and a larger outlay under some other heads, the stock account shows the general fund to be worth £23,945—gain £526,—while the superannuation fund had been augmented by £755, and stood at £21,986. Students of the old-age pension question will find in the working of this fund an excellent lesson on the subject, and will not fail to notice that the benefit is guaranteed to our aged members by a reserve fund, which now amounts to nearly £22,000.

Outside the details of what may be described as their routine work, the E.C. have to report on their part in the question of Federation. The Association has not allied itself with the so-called National Federation, but has preferred to

E. OLDHAM.
Belfast

R. P. O'CONNOR
Limerick

F. F. CALLAGHER
Sligo

T. CASSIDY
Londonderry

D. P. KEELEY
Drogheda

S. MUNRO
Belfast

HUGH McMANUS
Irish Organiser

W. N. CHANNON
Newry

D. H. EDWARDS
Pontypridd

T. R. CLARKE
Swansea

J. SMITH
Wrexham

T. ROBERTS
Oswestry

P. A. LAWRENCE
Cardiff

H. CANDY
Chester

P. ANGEL
Carnarvon

follow the course taken in previous years, of connecting itself with the Federation of Printing and Kindred Trades, of which more will be heard as it is further developed. In accordance with the resolution of the Liverpool Delegate meeting, the question of reciprocal payments of benefits between the T.A. and other societies has received consideration, and steps have been taken which will probably lead to the establishment of a satisfactory plan to accomplish this object.

Much of the time of the E.C. has naturally been occupied with the question of the working of the Linotype machines. The E.C. claim that the agreement entered into with the Linotype Users' Association has, on the whole, worked to the advantage of the members, and has removed many causes of friction. They were fully aware that their action had not given satisfaction to every member of the Association, but trust to the healing influences of time and experience to demonstrate the soundness of the policy embodied in the agreement. The action of a section of the members who were responsible for the opposition to the agreement led to the summoning of a Special Representative Council, at which the provisions of the agreement were discussed in detail, explanations being given by the E.C. as to the probable effect of its various clauses. These explanations were not controverted effectively by the opposition, but an inconclusive vote was arrived at, which the E.C. regarded as one of no confidence, and accordingly tendered their resignation, accepting however the alternative of an appeal to the general body of members. This resulted in a substantial majority endorsing the policy of the E.C., and the gradual application of Linotype conditions of which the agreement is the basis is being effected without any appreciable degree of friction.

The E.C., though they do not refer to the matter at any great length, can look with satisfaction on the fact that their

own labours and those of their predecessors have left the Association in a prouder position than it had ever hitherto attained. Strong in the attachment and fidelity of its members, and in the good opinion of all the best employers; with ample resources for the protection of its interests, the Association can claim to have done an admirable work in improving the position of the working printers, and to be capable of an unlimited amount of good in that direction if properly appreciated and heartily supported.

Appendix.

The T.A. Superannuation Fund.

THE accompanying table is an attempt to show the actual working of the Superannuation Fund since it came into operation, and though it has shortcomings, its value as an indicator is becoming more apparent. The compiler has endeavoured to supply information on the average length of time recipients will remain on the fund, the percentage of members likely to claim the benefit, the income and expenditure, the amount of balance available for use by those afterwards requiring the allowance, and the proportion of payments to income. With these points before the members in a concise form, a tolerably sound judgment can be secured as to the stability of the fund. It must be borne in mind in connection with the T.A. Superannuation Benefit that claims are not made on the average until after the age of 65 years is reached, and also that death takes place at an earlier period than is found to be the case in the Registrar-General's return of males over 60 years of age. It is mainly on account of these two facts, coupled with an increasing membership, that the fund is enabled to pay its way on the small subscription fixed. At the present time the soundness of the fund is undoubted; but as larger numbers will annually become entitled to the benefit, and continued increases of membership at the same rate as heretofore cannot be expected, the available balance will prove to be a valuable protection. The provision of a levy also, should the amount in hand fall below £20,000, is a necessary safeguard. During the half-year ending June, 1899, the figures affecting the table are normal with two exceptions—the average length of life of the fifteen members who have died over 60 years of age has reached the high standard of 72·40, and the balance approaches £22,000. The members of the T.A. may be congratulated upon the success which the Superannuation Fund has attained.

Compil

YEAR	No. of Members	Percentage of Increase	No. of Members 20 years previously	Percentage of Increase	No. of Deaths	Death Rate per 1,000 (A)	Average Age at Death	No. of Deaths at upwards of 60	Average Years of Life over 60	Expulsions and Forfeitures	No. of Superannuated
1	2	3	4	5	6	7	8	9	10	11	1
1881	5,362	..	1,922	..	71	13·56	41·56	11	8·54	1·36	3
1882	5,678	5·89	1,927	0·26	63	11·20	44·25	14	5·36	1·83	4
1883	5,932	4·47	1,940	0·67	65	11·05	44·23	11	9·00	1·53	4
1884	6,170	4·01	1,964	1·24	65	10·76	42·89	10	7·40	1·25	4
1885	6,551	6·17	1,992	1·42	65	10·05	41·17	7	10·43	1·45	6
1886	7,059	7·75	2,181	9·49	75	10·77	43·84	14	9·21	1·39	6
1887	7,498	6·22	2,262	3·71	90	12·24	45·53	19	9·22	1·05	7
1888	7,741	3·24	2,246	‡0·71	91	11·88	43·49	13	7·15	1·18	8
*1889	8,388	8·36	2,266	0·89	79	9·63	43·00	18	7·56	1·08	8
1890	9,016	7·49	2,430	7·24	119	13·71	44·48	16	8·31	0·79	9
1891	10,262	13·82	2,687	10·58	107	10·94	43·21	22	9·09	0·59	10
Averages 1881-91 ..	..	**6·74**	..	**3·48**	..	**11·43**	**43·42**	..	**8·29**	**1·23**	
*1892	11,313	10·24	2,812	4·65	96	8·76	46·46	23	10·35	1·04	115
1893	12,027	6·31	3,402	20·98	135	11·38	44·42	27	9·44	0·81	136
1894	12,544	4·30	3,752	10·29	108	8·66	49·54	31	9·94	0·86	149
1895	13,593	8·36	†3,902	4·00	144	10·69	43·43	24	8·50	0·99	16
1896	13,906	2·30	†4,638	18·86	140	10·15	45·62	25	10·04	1·32	205
1897	14,405	3·59	†5,612	21·00	136	9·66	45·03	23	8·04	1·08	22
1898	15,075	4·58	†5,675	1·12	146	9·85	47·42	37	9·43	1·50	23
Averages 1892-98 ..	..	**5·67**	..	**11·35**	..	**9·59**	**45·99**	..	**9·39**	**1·08**	
Averages 1881-98 ..	..	6·30	..	6·80	..	10·83	44·42	..	8·72	1·17	

(A) *The death rate has been calculated half-yearly, and the result added together for the year.*

(B) *The figures in brackets are Special Grade superannuitants, but these are also included in t column figures, excepting column 14.*

(C) *Special Grade members not included. The average age on joining of the 41 Special Gra members who have been placed on the fund was 55·19, and at death of the 16 who have died 57·12.*

* *Beginning with 1d. per member per week, the subscription was increased 1889 to 1½d., and the commencement of 1892 to 2d.*

ING OF THE SUPERANNUATION SCHEME.

HOMPSON, Association Auditor.

	Average Age of Members on Joining Fund (c)	Percentage of Super-annuated to Members 20 years previously	Income: Subscriptions	Income: Other Sources	Income: Total	Percentage of Increase	Superannuation Payments	Percentage of Increase	Balance at End of Year	Percentage of Increase	Percentage of Income Used in Payments
3	14	15	16	17	18	19	20	21	22	23	24
.	67·35	1·82	£1,148	£85	£1,233	..	£616	..	£4,433	..	49·96
·00	64·75	2·18	1,185	127	1,312	6·41	699	13·47	5,046	13·83	53·28
·52	68·50	2·37	1,214	151	1,365	4·04	777	11·16	5,631	11·59	56·92
·52	63·60	2·49	1,224	145	1,369	0·29	865	11·45	§5,516	‡2·04	63·26
·61	66·21	3·21	1,255	167	1,422	3·87	1,076	24·25	5,861	6·25	75·67
·81	63·29	3·16	1,275	170	1,445	1·62	1,176	9·29	6,130	4·59	81·38
·24	65·50	3·27	1,406	167	1,573	8·86	1,345	14·37	6,358	3·72	85·50
·81	62·09	3·65	1,522	241	1,763	12·08	1,441	7·14	6,680	5·06	81·73
·32	64·06	3·88	1,910	199	2,109	19·62	1,611	11·80	7,188	7·60	76·39
·82	65·32	3·87	2,175	210	2,385	13·08	1,721	6·83	7,873	9·53	72·16
·39	65·94	3·72	2,450	230	2,680	12·37	1,840	6·92	8,753	11·18	68·65
30	65·14	3·06	..	..	..	8·22	..	11·66	..	7·13	69·54
·00	64·38	4·09	3,550	290	3,840	43·28	2,094	13·80	10,499	19·95	54·53
·26	65·62	4·00	3,550	248	3,798	‡1·09	2,472	18·05	11,825	12·63	65·08
·56	64·63	3·97	4,375	306	4,681	23·25	2,676	8·25	13,830	16·95	57·17
·07	65·71	4·20	4,990	345	5,335	13·97	3,078	15·02	16,767	21·23	57·69
·00	65·84	4·42	5,355	374	5,729	7·39	4,034	31·06	18,462	10·11	70·41
·78	65·72	3·97	5,425	378	5,803	1·29	4,528	12·25	19,806	7·28	78·03
·93	66·11	4·12	5,824	520	6,344	9·32	4,919	8·64	21,230	7·19	77·54
08	65·43	4·11	..	..	..	13·91	..	15·29	..	13·62	65·77
03	65·25	3·46	..	..	..	10·56	..	13·16	..	9·80	67·52

† *To the membership of the T.A for 1875 to 1878 has been added the number of members of the* eds *Typographical Society, and for 1877 and 1878 an approximate number of the Leeds* chinemen's *Society, these societies having paid a capitation fee on joining the Association.*

‡ *Decrease.*

§ *An investment of £550 was lost this year*

The Emblem.

THE design is from the pencil of Mr. E. H. CORBOULD, of London. Seven distinct scenes are represented, and there are three portraits—Wynkyn de Worde, Johann Gutenberg, and Caxton. The two former are medallions. They occupy the right and left side of the top of the picture. Between these is Caxton in the dress of the period. Over the head, on a ribbon scroll, is inscribed "And God saide, let lyghte be, and anone lyghte was." Below the figure are the lines :—

"O Albion, still thy gratitude confess
To Caxton, founder of ye British press:
Since first thy mountains rose, or rivers flowed,
Who on this isle so rich a boon bestowed?
Yet stands the Chapel in yond Gothic shrine,
There wrought the father of our English line:
Our art was hailed from kingdoms far abroad,
And cherished in the hallowed house of God,
From which we know the homage it received,
And how our sires its heavenly birth believed,
Each printer hence, howe'er unblest his walls,
E'en to this day his house a Chapel calls."

Underneath is a Bible, "Ye worde of God. Deo. 1474," resting on a table, with the words in front, "Advancement, Civilization," Below this again is the principal picture, "Caxton examining Proof Sheet," surrounded by his work-people, with the old press in the background. The six pictures (three on each side), separated from the centre by climbing roses, in bloom, pourtray "Darkness and superstition," by a weird, wild scene of the ancient Druids, a couple of figures crouching down in a loathsome den, and a dog apparently in the act of howling. "Enlightenment" shows the mother of Alfred the Great teaching her little son to read the Bible, in a pleasant, lightsome garden—the legend being that he was to have the manuscript when he had learned to read it—"Glory to God" being fittingly inscribed under this happy scene. The other pictures represent an ancient dame, in "The Village School," spinning, and around her are the scholars; "The People's Bible" is a scene in a church, with an aged man reading from a chained Bible to women and children; "The Compositors' Room," and "Machine Printing," the latter showing the machine room of the *Bradford Observer*, completes the list of pictures.

Superstition
The Village School
People's Bible
Composition Room
Caxton examining proof sheet
Machine printing
This is to Certify that
Typographical Association.

PRINTERS' DISPUTE AT SHEFFIELD.

PROLOGUE

Delivered at the Theatre Royal, Sheffield, on Monday Evening, April 18th, 1859, at an Amateur Theatrical Performance by Members of the Printing Profession.

The Pieces represented were—"All that Glitters is not Gold," and "Luke the Labourer."

There's an old-fashioned rule that all men should be brothers:
According to this, we should each aid the other,
But from recent events the conclusion we draw
That some, if they're brothers, are brothers—*in law.*

Some nobly contending with sword and with pen,
Win golden opinions from all sorts of men;
While others despising the popular *vox*,
Only seek golden verdicts from Jacks-in-a-box.
So saintly their looks, while their hearts are sheer Tophets!
Their actions are ruled by the Law and the *Prophets!*
Success, after all, they may find has its bitters,
And prove to their cost, "*'Tisn't all gold that glitters.*"

"*'Tisn't all gold that glitters!*" The true ore is found
In hearts that are genuine, honest, and sound,—
That stop not to reckon the risk of the fight,
But rush to the van in the cause of the right.
And shall we forsake them when fortune has frowned—
When all's lost but honour?—no, perish the hound
Who, but for an instant, would harbour the thought!
There's blood in us yet! and these arms, that have fought
'Gainst a foe, shall ne'er flinch, nor their sinews unbend
While trouble or peril encompass a friend!

We care not for censure—we court not applause—
Poor amateurs we, but each heart's in the cause.
Your sympathy's with us, we plainly descry,
And to all we appeal from the critical eye.
Strut and fret, then, who may, and tear passions to fritters,
We'll just do what we can—"*'Tisn't all gold that glitters.*"

"*'Tisn't all gold that glitters!*" but gold that is given
For a purpose so noble will glitter in heaven,
Where a good deed outshines all the stars of the skies,
And gratitude's voice never ceases to rise!

DAVID WALKINSHAW.

Summary of Benefits Paid by the T.A.

THE following tables show the gradual growth of the Association in numbers, and the sums paid in the various classes of benefits since its establishment. From its formation in 1849, under the name of the Provincial Typographical Association, until the commencement of the system of Mileage Relief in 1863, the only benefits were those of a protective character, or, as they are more commonly called, strike payments. The number of members given does not include those who belonged only to the R.A. Branches, but is confined to those who were also members of the P.T.A. The R.A. Branches, during the existence of the Relief Association as a separate organisation, averaged between 500 and 600 members. The Out-of-Work Fund was established in July, 1873, at which time the Funeral Fund also came into existence. In 1877 the Relief Association was merged into the present Association, and at the same time the term "Provincial" was omitted from the title, and the operations of the Association were extended to include a Superannuation Allowance.

Number of Members.

1849.... 481	1858....1364	1867....2262	1876....4358	1885.... 6551	1894....
1850.... 603	1859....1351	1868....2246	1877....5309	1886.... 7059	1895....
1851.... 634	1860....1473	1869....2266	1878....5355	1887.... 7498	1896....
1852.... 911	1861....1922	1870....2430	1879....5150	1888.... 7741	1897....
1853.... 964	1862....1927	1871....2687	1880....5350	1889.... 8388	1898....
1854....1127	1863....1940	1872....2812	1881....5362	1890.... 9016	
1855....1288	1864....1964	1873....3402	1882....5678	1891....10262	
1856....1395	1865....1992	1874....3752	1883....5932	1892....11313	
1857....1439	1866....2181	1875....3600	1884....6170	1893....12027	

Strike Payments.

1850..£101 19 2	1861..£104 5 2	1872.£1942 5 6	1883.£307 4 2	1894 £1052	
1851.. 39 6 10	1862.. 106 17 2	1873.. 538 12 10	1884..710 3 4	1895..1056	
1852.. 152 1 7	1863.. 148 0 2	1874.. 876 11 4	1885..509 1 0	1896..1792	
1853.. 217 18 9	1864.. 207 7 9	1875.. 600 19 6	1886..786 13 5	1897.. 951	
1854.. 204 14 6	1865..1899 1 1	1876.. 360 19 4	1887..231 15 1	1898..1024	
1855.. 380 17 0	1866.. 442 2 3	1877.. 284 18 5	1888..752 8 0		
1856.. 246 4 2	1867.. 544 0 2	1878.. 414 14 11	1889..245 10 7		
1857.. 61 2 10	1868.. 404 16 5	1879.. 990 14 9	1890..148 4 6		
1858.. 528 13 6	1869.. 192 13 10	1880.. 265 0 7	1891..501 18 8		
1859.. 118 4 2	1870.. 124 19 4	1881.. 217 0 6	1892..448 1 11		
1860.. 150 6 11	1871.. 316 2 5	1882.. 133 8 0	1893..1022 10 3	Total 24857	

SUMMARY OF BENEFITS PAID BY THE T.A.—*Continued.*

Mileage Relief Payments.

1165	8	8	1871..	£684	3	9	1879.	£1397	7	6	1887.	£382	19	5	1895..	£532	6	11
702	10	5	1872..	674	11	2	1880..	990	11	7	1888..	634	4	8	1896..	806	14	2
574	18	1	1873..	589	19	8	1881..	538	17	5	1889..	380	8	0	1897..	523	13	4
669	9	3	1874..	841	18	8	1882..	374	12	7	1890..	353	14	7	1898..	607	10	4
1090	6	2	1875..	1101	6	10	1883..	372	1	1	1891..	330	2	5				
875	1	9	1876..	1374	2	9	1884..	325	5	9	1892..	361	10	10				
1030	4	0	1877..	1252	13	8	1885..	432	5	6	1893..	560	19	0				
873		1	1878..	1242	13	3	1886..	394	8	10	1894..	486	12	8	Total	25528	18	9

Out-of-Work Payments.

£144	18	2	1879.	£2537	1	4	1885.	£1942	10	3	1891.	£2037	8	5	1897.	£7048	11	7
361	5	7	1880..	2248	14	8	1886..	2108	8	10	1892..	2342	4	11	1898..	6924	11	11
567	17	6	1881..	2354	3	0	1887..	2271	0	5	1893..	4568	11	5				
1028	12	1	1882..	1499	2	11	1888..	2659	6	6	1894..	6813	13	1				
1185	18	8	1883..	1535	9	5	1889..	2220	9	0	1895..	8714	5	5				
1992	1	11	1884..	1614	7	9	1890..	2354	0	5	1896..	8841	15	2	Total	77916	10	4

Funeral Payments.

£97	10	0	1879..	£628	0	0	1885..	£600	0	0	1891..	£968	11	7	1897.	£1250	14	8
368	0	0	1880..	510	0	0	1886..	666	0	0	1892..	899	4	0	1898..	1276	0	0
420	0	0	1881..	628	0	0	1887..	817	10	0	1893..	1150	5	0				
441	4	6	1882..	570	0	0	1888..	802	0	0	1894..	1020	10	0				
381	17	6	1883..	565	9	6	1889..	718	0	0	1895..	1265	7	8				
432	13	4	1884..	581	2	9	1890..	1098	0	0	1896..	1234	0	0	Total	19390	0	6

Superannuation Payments.

6 months)	£274	18	0	1885..	£1076	9	0	1890..	£1721	4	0	1895....	£3078	0	0
.....	616	5	0	1886..	1176	10	0	1891..	1840	2	6	1896....	3034	10	0
.....	699	6	0	1887..	1345	10	0	1892..	2094	18	5	1897....	4528	0	0
.....	777	14	0	1888..	1441	17	0	1893..	2472	0	0	1898....	4919	9	0
.....	866	8	0	1889..	1611	11	0	1894..	2676	6	6				
												Total..	37250	18	5

[SUNG AT THE ANNIVERSARY.]

THE ANNIVERSARY OF THE PROVINCIAL TYPOGRAPHICAL ASSOCIATION.

TUNE—"A wet sheet and a flowing sea."

A full glass, and a heart as full,
  And a chorus loud and clear,
For the natal-day of the P.T.A.,
  Whose head we washed last year!
Whose head we washed last year, my friends,
  And christened with good cheer—
May he never forget the jovial set
  Who washed his head last year!

He was born of Wisdom and Unity,
  Who ever go hand in hand;
And still may he "Honour his father and mother,
  That his days may be long in the land."
That his days may be long in the land, my friends,
  And our children's children cheer,
When they drink and bless the Pet of the Press,
  Whose head we washed last year!

We promised and vowed three things in his name,
  As his Sponsors one and all,—
To share no wrong, and to hear no wrong,
  And to let no wronged man fall!
To let no wronged man fall, my friends,
  Through force, or fraud, or fear;
And our promise and vow we reiterate now
  As loud as we did last year!

Oh, may he grow in bole and branch,
  And flourish like a tree,
With all his members stout and stanch,
  And his heart's blood fresh and free!
With his heart's blood fresh and free, my friends,
  While high his crown he rears,
And may every hair of his head fall off
  With the weight of well-spent years!

A full glass, and a heart as full,
  And a chorus loud and clear,
For the Natal-day of the P.T.A.,
  Whose head we washed last year!
Whose head we washed last year, my friends,
  And christened with good cheer,—
Here's health and success to the Pet of the Press,
  Whose head we washed last year!

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